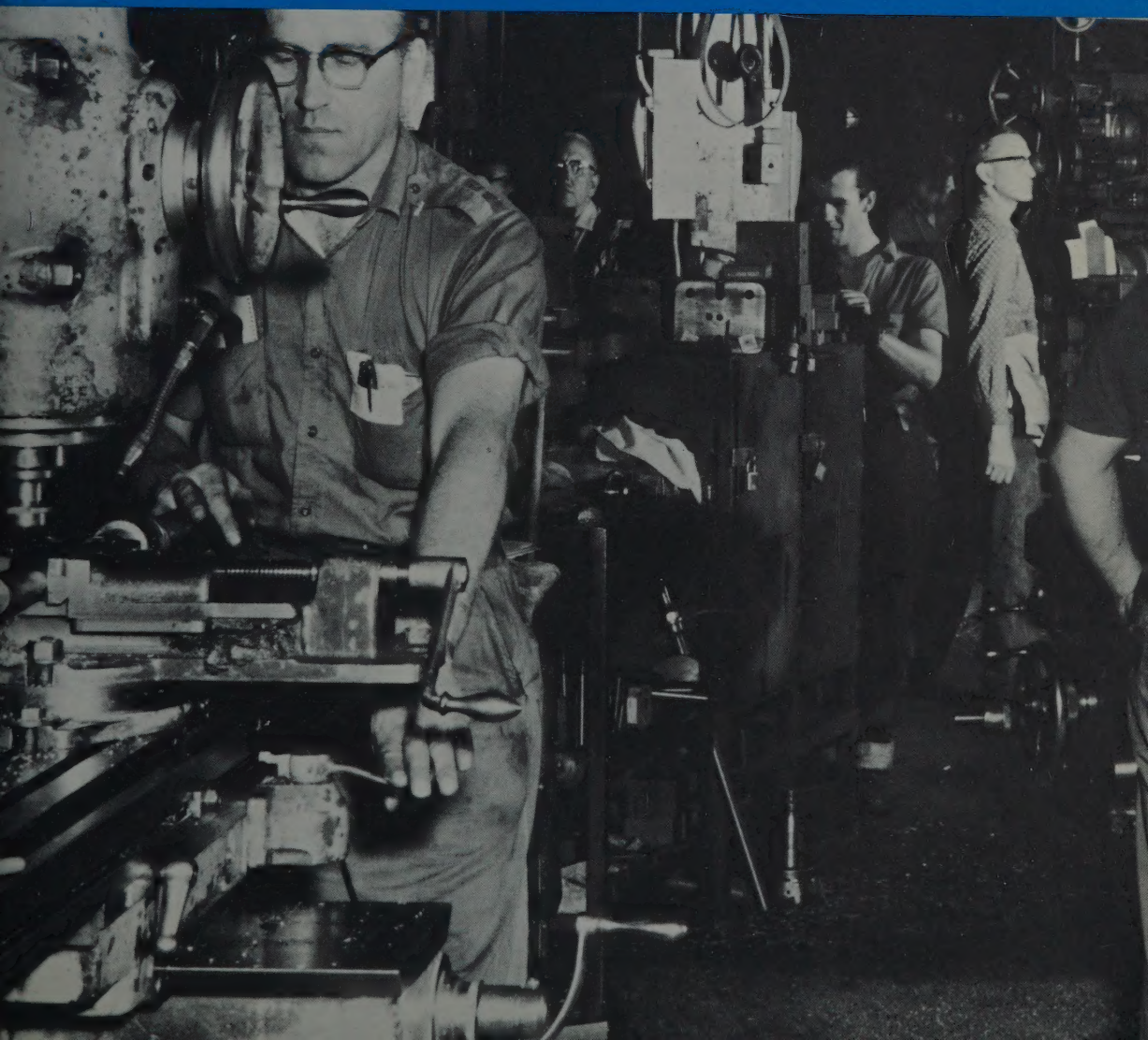
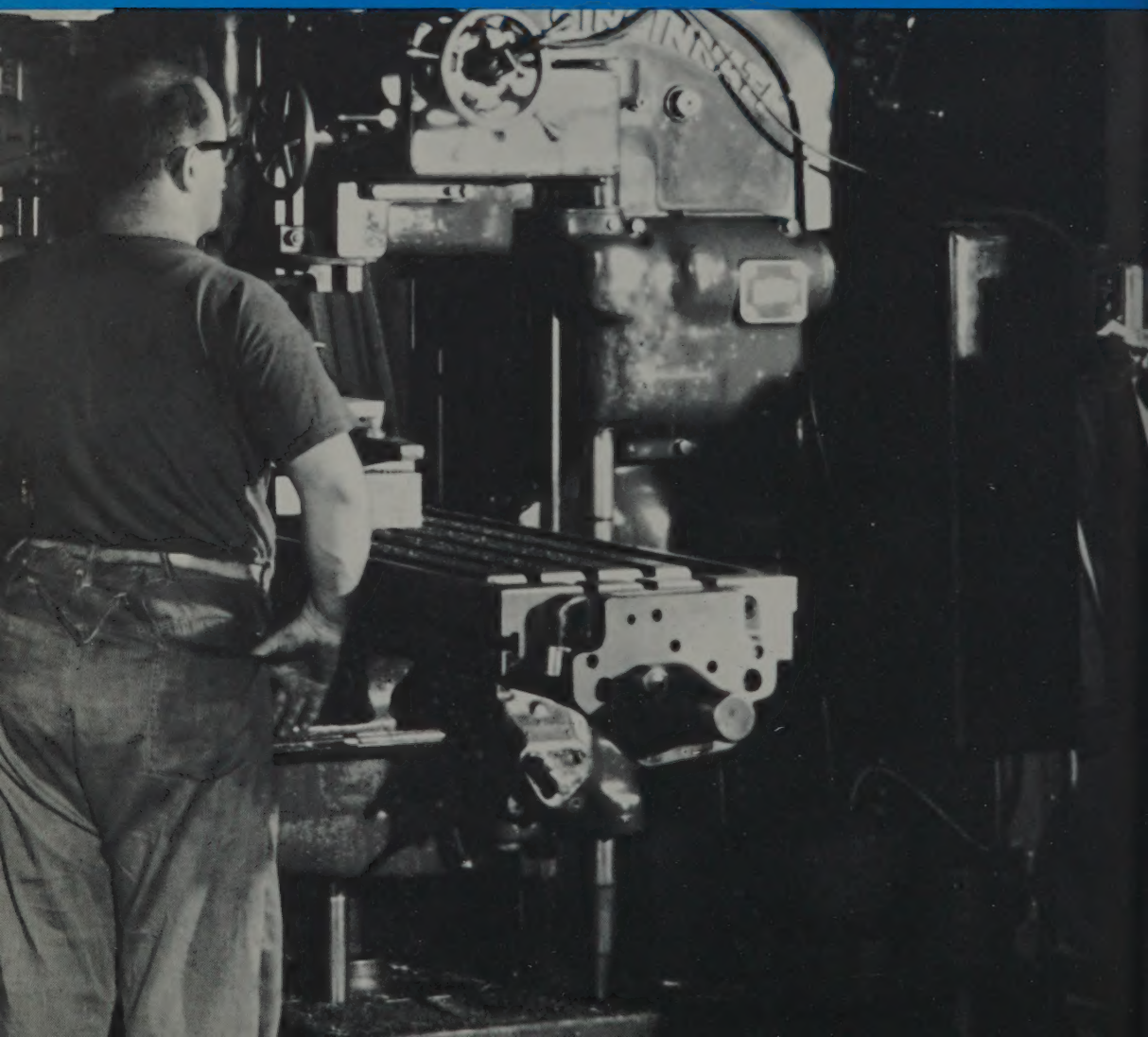
# The Labour Gazette

December 1969



"There is no standard definition of the science of ergonomics, but it can best be summed up in the phrase, 'fitting the job to the worker.' Its object is to reduce fatigue, ill health, and injury, while making fuller use of man's physical and mental resources." Read "Ergonomics: Man and His Work." See p. 716.



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Vol. 69, No. 12/December 1969

# News Briefs

■ **Union strength continued to grow in Canada in 1968, but the formation of new Canadian unions in the public service sector has resulted in a decrease in the international unions' share of the total membership.** As of January 1969, union membership in Canada stood at 2,074,000. This increase of 64,000, or 3.2 per cent during 1968, is the result of general growth in the union movement, and the inclusion in the survey of new unions of government employees, mainly provincial.

This membership figure of 2,074,000 represents 26.3 per cent of Canada's labour force and 32.5 per cent of non-agricultural paid workers, compared with 26.6 per cent and 33.1 per cent in 1968. In 1969, there were 101 international unions, 59 national unions, 196 directly chartered locals—152 with CLC, 44 with CNTU—and 124 independent local organizations.

International union membership comprised 65.0 per cent of total union members this year, the lowest since 1944 when the percentage was 64.6. Although there has been no actual decrease in the total membership of international unions, the membership of national unions has grown faster because of the formation of new unions in the public service sector and continued growth in the service sector.

There appears also to be a trend toward larger unions. In 1969, 18 unions—13 affiliated with the CLC, four with the CNTU, and one independent—reported a membership of 30,000 and over, compared with 14 unions in 1968. The five largest unions in Canada in 1968 were: United Steelworkers of America (AFL-CIO/CLC) 150,000; Canadian Union of Public Employees (CLC) 124,500; International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC) 113,000; Public Service Alliance of Canada (CLC) 96,200; and the United Brotherhood of Carpenters and Joiners of America (AFL-CIO/CLC) 73,500.

Two of the new unions in the over-30,000 membership group are the result of mergers, and there have been seven mergers since the 1968 statistics were compiled. Compared with 1961, when there were 11 unions in the 30,000 membership range with a combined membership of 503,000, or 34.8 per cent of total union membership, the 18 unions in this range for 1969 have a membership of 1,085,000, or 52.3 per cent of the total.

■ **United States federal and state programs to encourage the employment of the disadvantaged have been exempted from the Age of Discrimination in Employment Act.** The exemption, announced by the Wage and Hour and Public Contracts Divisions of the Labor Department, applies to employment programs under federal contracts or grants or carried out by the state public employment services, which are designed exclusively to promote the employment of persons with special employment problems. **Included are activities performed under the Manpower Development and Training Act and the Economic Opportunity Act to aid the long-term unemployed, the handicapped, minorities, older workers and youth.** Many of these programs are designed to meet the employment needs of older workers, an objective of the age discrimination law itself. **The Act prohibits job discrimination based on age with regard to persons from 40 to 65, and authorizes the Secretary of Labor to establish reasonable exceptions in the public interest.**

■ **The ILO has a new information retrieval system at its Geneva headquarters that covers such things as technical co-operation projects, labour and social legislation, and statistics.** With the system, document searching that often took a skilled librarian hours to complete is done in seconds with the computer.

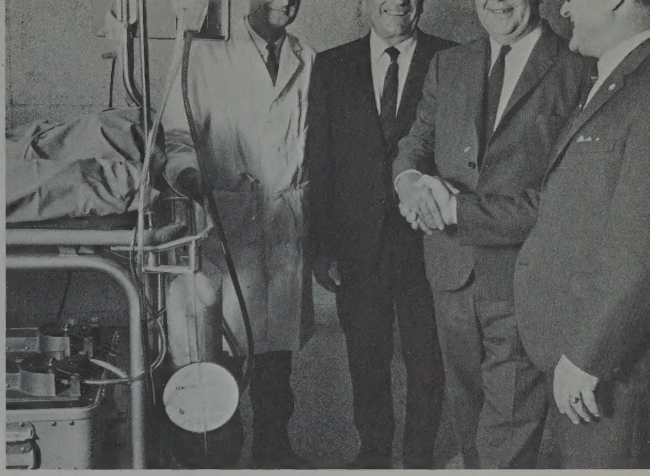
The system has already provided bibliographies on such complex topics as the evolution of computer technology, natural and human resources in various regions of Africa, and youth unemployment in developing countries. The service is available to governments, employers' and workers' organizations, universities, and research centres. Inquiries should be sent to the ILO, 154 rue de Lausanne, CH-1211, Geneva 22, Switzerland.

■ **An ILO task force of experts is going to Colombia to assist the Government in developing a comprehensive and integrated employment plan.** The objective of the program is not only to provide work for the currently employed, but also to develop long-range plans for the employment and training of the country's swelling work force.

In announcing the plan, ILO Director-General David Morse said that the approach is unique in international affairs, because the Colombian Government will open up to the task force all economic and statistical data and records involving any aspect of potential employment expansion. As well, it is an important pilot project in the ILO's World Employment Program.

The ILO task force will assist Colombia in developing plans involving national economic policy and planning; evaluation of manpower needs and utilization of human resources, including education and vocational training; agricultural planning, with special reference to systems of land settlement, land tenure and agricultural technology; industrial planning; international trade and regional economic integration; financial and income policies; and public services and public works.

■ **A portable heart pump that will be a valuable aid in heart surgery is the direct result of a $3,000 cash donation to the Ottawa Civic Hospital from the Canadian Union of Public Employees, Local 576.** The money was collected in an employee initiated drive that began in 1967. Contributions from the general membership totalled 50 per cent, with the remainder pledged by the local's executive from its union funds. Victor Saumure, President of the local, presented the cheque to Douglas Peart, executive Director of the hospital.



Dr. W. J. Keon, the hospital's leading heart authority, was a member of the Toronto General Hospital staff that designed and built the prototype of the portable pump in 1966. These units are produced commercially at a cost of over $5,000, and almost every major Canadian hospital has one. But as the components can be purchased separately, and the technique for assembling the unit is relatively simple, the Civic Hospital decided to build its own machine at a $2,000 saving.

In the accompanying photo are (l. to r.): Dr. W.J. Keon; CUPE Business Manager Bob Rintoul; Douglas Peart, Executive Director, Civic Hospital; and Victor Saumure, President, CUPE Local 576.

■ **Proposals have been made to the Commons veterans affairs committee to raise pensions paid to multiple disability veterans** (L. G., Nov., p. 666). In a brief submitted to the committee in October, Clifford Chadderton, executive secretary of the War Amputations Association, asked that disabled veterans have their pensions boosted from $3,087 to $4,531. The Commons committee is hearing briefs as a result of a study on veterans headed by Mr. Justice Mervyn Woods of Saskatchewan and is expected to make its recommendations to the Government at a later date.

# 50 Years Ago

**Higher wage scales for Canada's policemen, an employee-managed factory, a contractor who obtained money from the Royal Northwest Mounted Police under false pretenses and got away with it, and the plight of women workers who emigrated from Britain to Canada, were some of the items discussed in the December 1919 issue of The Labour Gazette.**

**A higher wage scale for Canada's policemen was discussed in Calgary at a September conference of chief constables.** It was claimed that, on the average, constables received a smaller income than most labourers, and yet were expected to maintain a relatively high standard of living. A committee was appointed to approach the federal Government with a view to securing a minimum wage scale for policemen throughout the country. The Chief of Police in Toronto received the highest salary, $7,000, while his equivalent in Saint John, N.B., received the lowest, $2,000. The figure for the Montreal Chief was not available, but Quebec City constables were paid $1,014, the lowest maximum annual salary in Canada. The highest maximum for police constables, $1,680, was paid in Winnipeg.

**An example of teamwork in industry was demonstrated at the Humphrys Glass Works at Moncton, N.B., when the employees took over the operation of the plant for four months.** The factory, which employed about 25 men, closed down in March because of a shortage of natural gas for heating. When it was reopened, the men, who were all members of a union, asked that their union be recognized, and that the factory operate under union conditions with union wages. When the management said that the plant could not make a profit under those conditions, the men offered to run the plant themselves, asking only that the directors provide a man to direct the business part of it. They told the directors that they would leave 25 per cent of their wages with them from May to September 1. If at that time the factory had not paid all expenses and the pro rata share of dividends and depreciation, the directors were to deduct enough from the sum deposited with them to cover these amounts.

The offer was accepted and the factory was run by the men under union conditions. They chose some experienced glass blowers from among them to act as foremen, and all employees were on a committee that directed the affairs of the factory. When stock was taken and the books examined at the end of August, it was found that the experiment was a success, and the wages that had been deposited in trust were returned to the men. From that moment on, the factory operated under the old management with the union scale of wages and the union rate of production.

**A contractor undertook to paint some buildings in the Royal Northwest Mounted Police barracks at Regina. No written agreement was made, but by a verbal arrangement, the police agreed to supply the paint and brushes if the contractor supplied the equipment and men and paid them the union rate of 75 cents an hour for painters and 85 cents for the foreman.** The contractor was to receive 10 per cent of the cost for superintending the job. While the work was in process, he sent in signed vouchers showing that the above wages were being paid by him, and he was reimbursed for this amount plus an additional 10 per cent profit.

The Regina Trades and Labour Council subsequently informed the comptroller of the Royal Northwest Mounted Police that union wages had not been paid on this job. And as a result of an inquiry, the contractor

was placed under arrest on a charge of obtaining money under false pretences. **The evidence presented at the trial showed that the contractor had paid the painters from 45 cents to 67 cents an hour, and the foreman 75 cents an hour. It also came out that this juggling of wages had netted the contractor $450.10 more than he was entitled to.**

In his defence, evidence was given by a fellow contractor to show that the Contractors' and Painters' Society of Regina had ruled that they should charge 25 per cent over and above the wages paid the men, and that at 10 per cent they could not make any profit. The jury, after four hours of deliberation, told the court that, although they found the accused guilty of false pretense, he had apparently not benefited by it. When the court instructed the jurors to find the accused either guilty of having gained something by false pretense or not guilty, they again retired—and a few minutes later brought in a verdict of "Not Guilty."

**Women in Britain who were considering emigration to Canada were assisted by a special commission from the United Kingdom that toured the Dominion from coast to coast, getting information on employment prospects.** Acting under the authority of the Overseas Settlement Committee of the British Government, the commissioners warned potential emigrants that, although there was an urgent demand for domestic help in Canada, the diversity of social standards would adversely affect their employment.

British immigrants, it seemed, came over with a preconceived idea of service that did not correspond with the qualifications required of Canadian help. The preference in the West was for male Orientals because they were easier to house than women. Newcomers looking for positions as housekeepers were warned of the loneliness of prairie life. "No demand for housekeepers accustomed only to the kind of work attached to that post in English homes exists in Canada," they said. But the commissioners found good openings for educated young women to undertake the care of infants and young children, or to a lesser extent to act as "lady helps."

Milliners were not advised to come to Canada, and while there was some demand for dressmakers, the commissioners pointed out that "the vast majority of Canadian women are accustomed to making their own dresses and are extremely competent in this respect."

**Old age pensioners in Britain who had reached the age of 70 got their weekly allowances raised.** Instead of the maximum of five shillings for those whose annual income did not exceed £21, it was proposed to grant a pension of 10 shillings a week to every citizen over 70, regardless of need.

**Wage increases "sufficient to guarantee American standards of living,"** were being sought by steel mill workers in the United States who went on strike in September, 1919. But wages were not the only issue in the struggle. The main issue appeared to be employer resistance to the unionizing of the steel mills, and the strike was the culmination of a campaign for a settlement of grievances by collective bargaining.

The average pay for all steel employees of all grades at that time amounted to $5.38 a day. The lowest wage paid for unskilled labour was $3.50, and the highest $6 a day. The wages for skilled workers ranged from $7 to $36 a day. The strikers demanded also an eight-hour day with one day's rest in seven. Excessive wartime demands on the steel industry had restored the seven-day week.

A national committee, representing 24 affiliated steel workers' organizations, had convened in the summer. Its chairman was John Fitzpatrick, and its secretary, William Z. Foster. Committee representatives had repeatedly tried to get an appointment with E. H. Gary, President of the United States Steel Corporation, who had apparently ignored a personal letter from American Federation of Labour President Samuel Gompers. Mr. Gary wrote to the National Committee on August 28 stating the reasons for refusing to deal with labour unions and asserting that the corporation did not object to labour unions as such, but that it did not wish to negotiate with them because it would indicate the closing of the shops against non-union labour.

President Wilson was called into the picture when national committee officials requested that he effect a meeting between union labour and Judge Gary. The President replied by telegram that he could not give a promise of an immediate conference with steel officials, and union officials called the strike. When the damage was totalled up, seven men had lost their lives and 173 had been injured in riots, street fights, and clashes between pickets, workmen and guards.

# The National Tripartite Conference

**The National Tripartite Conference on Industrial Relations, held in Ottawa from October 26 to 29, was the main event in Canada's yearlong observance of the 50th Anniversary of the International Labour Organization. The meeting was attended by about 250 representatives of labour, management, and government, plus observers and members of the academic community.** More complete coverage of the conference, the reports of the syndicates, and addresses of special speakers will be published in the January issue of The Labour Gazette.

Opening the conference, Labour Minister Bryce Mackasey said that all Canadians share a common objective—to realize "the maximum degree of employment, productivity, and prosperity. All objectives," he said, "are within our reach, if we can collectively reduce to a minimum, the causes of labour unrest in this country."

Comparing the international and Canadian scenes, Mr. Mackasey asked, "What is so basically different about these international problems and those that exist in Canada today? This country also needs labour standards, employees need to have the right to organize, we need good industrial relations, and we also must fight discrimination; and certainly more today than ever before in the past, we need to bridge the gap between the rich and the poor."

Mr. Mackasey's concluding remarks dealt with the importance of the conference as an experiment in tripartite communications: "I believe that this conference will produce an encouraging result. I believe that it will convince the Canadian people that we who work in the field of industrial relations are sensitive to their needs; and I hope it will convince them that we are equal to our task."

**The need for more and better information and easy access to information was stressed by two speakers at the conference.** Alan Flanders, a member of the new British Commission on Industrial Relations, said that during collective bargaining, one side will often attempt to strengthen its position by concealing information from the other. But co-operation, for mutual advantage, he said, "depends on both sides pooling information and being able to accept the opponent's information as reliable."

Louis Armand, a leading industrialist from France, called for the use of computers and electronic data processing in setting up a pool of information. **Information, he said, is a continual process, and it should be disseminated in periods of calm, rather than in periods of crisis.** The chief executive who waits for a crisis or a strike to occur before informing his employees is not listened to; the workers conclude that what he is saying is mere propaganda, Mr. Armand said.

During a press conference after his address, Mr. Armand proposed the idea of allowing the families of workers to come into the plant one day a year to see the working conditions and the job the father or brother performs. He emphasized that there is a great distortion between how the individual sees his own job and how others see it.

On the subject of collective bargaining, Mr. Flanders discussed his thoughts under three different headings: its quantitative future, its qualitative future, and the future of third-party participation. He stated that the future growth of collective bargaining in the democracies seemed fairly well assured. But, he added, unions must secure the right to collective representation for all employees if the concept is to grow. As for the qualitative future of collective bargaining, the parties must look upon this area as a serious problem, he said.

**Third-party participation will increase, Mr. Flanders said. But the main question is: "What new forms will this participation take as its purposes extend beyond the earlier peace-keeping function of governments?" He recommended increasing third-party involvement through inquiry, advice, and assistance.**

U.S. economist John Kenneth Galbraith called for a system of wage and price restraints where strong unions bargain with strong employers in a strong market. Mr. Galbraith called this area the "industrial heartland" of the industrial system—the automobile, steel, non-ferrous metal, rubber, chemical, oil, petro-chemical, and large-scale, consumer-product industries.

Conflict in this part of the economy has been greatly reduced, he said, but the tension has been passed to other areas—mainly to the public employee, the pensioner, and, less so, to the white-collar worker in the private sector. "These persons all live under the inflationary pressures emanating from the heart of the system," said Mr. Galbraith, and there is no easy solution to their problems. There is no easy way for them to cohabit with their employer and "then pass the cost along to the public."

Consequently, Mr. Galbraith emphasized, there is a need for unions in the public sector, and a need for them to be able to make use of collective bargaining. **If public servants can't act on their own behalf, their compensation will fall ever further behind, and good manpower, skills and talent will not be attracted to these services. "Far better occasional teachers' strikes than no teachers. Far better an occasional garbage collectors' strike than no garbage collectors."**

Mr. Galbraith condemned the faith of economists in fiscal and monetary policy. "The belief that macro-economic measures can reconcile high employment with price stability, a belief asserted against all the force of both experience and logic, will be counted without question the least forgivable error of the present generation of American economists, and Canadian economists, one might add." And until there is agreement on some "mechanism of public price determination of wages and prices" in the strongest sector of the economy, the strongest parts of the economy will continue to export their tensions to the weakest."

## Syndicate Reports

**More research by governments into the costs and impact of minimum standards was called for by a syndicate discussing labour standards.** The syndicate agreed also that when changes are made in standards, there should be consultation with labour and management, and sufficient time must be allowed for industry and workers to adapt to these adjustments.

In his report on Syndicate No. 1, chairman K.A. Pugh, Alberta Deputy Minister of Labour, commented on the co-operation he had experienced in the syndicate. If there can be continuous communication among labour, management, and government, he said, things will go well in the future. He reported that the area of greatest disagreement within the syndicate was over the impact of minimum standards on collective bargaining.

**Syndicate No. 2 also endorsed the continuous relationship between labour and management, but a number of the members drew attention to the distinction between a "continuous relationship through mutual consultative arrangements," and a "continuous bargaining relationship."**

Syndicate chairman T.M. Eberlee, Ontario Deputy Minister of Labour, said that "It was generally agreed that more attention should be given to the training of supervisors and shop stewards, and that problems of interpretation and enforcement (of collective agreements) might be reduced by the use of simpler language in contracts."

On the question of the optimum length of collective agreements, the report said: "There was no consensus on this question, although strong doubts were expressed about the desirability of going beyond three years. At the same time, there did not appear to be support for the one-year agreement."

Strongest argument arose over the report of Syndicate No. 3, chaired by Robert Sauvé, Quebec Deputy Minister of Labour. The syndicate was discussing labour-management relations and the public interest. Judge John Parker, Chairman of the B.C. Mediation Commission, and a member of the syndicate, said, "We agreed on nothing," and he indicated that the syndicate had reached no consensus on anything. It was a good effort at a summary, he added, but the conference should not assume that the syndicate had arrived at any conclusion.

**Syndicate No. 4, which discussed the larger, international responsibility of labour and management, found many areas of agreement.** Its chairman, J.C. Langley, Assistant Under Secretary of State for External Affairs, said that he found in the syndicate a large unanimity of support for aid programs.

Both management and labour, the report said, "urged that their participation in aid projects would be facilitated by a more effective and continuous process of information dissemination, both on the problems themselves and the steps needed to meet them." The syndicate urged also that the establishment of tripartite consultative arrangements, "perhaps in the form of a continuing committee, would facilitate their participation in those aspects of the Canadian International Development Agency's voluntary agencies program that are of particular interest to labour and management, and would enhance the role they could play in the development of an informed and constructively critical public opinion about Canada's aid programs."

# Ergonomics: Man and His Work

**Is your chair comfortable? Do you ever go home with backache? Stiff legs? A headache? Is the light too bright? Is your room too hot? Too noisy? In recent years the science of ergonomics has evolved, aimed at solving just these kinds of problems (L.G., Aug. 1968, p. 478).**

These questions may seem trivial when there is all that work in front of you. But just stop and think for a moment. Think how much more efficient things would be if the worker's surroundings and the equipment he uses were adapted to his needs. Yet all around you can see countless examples of how man is forced to adapt himself to do his job.

Look, for example, in any engineering workshop. Machine operators often have to go into the most unnatural contortions just to get at a vital part of a machine. Clearly such antics not only are a drain on efficiency and quality, but they can be downright dangerous. In almost any plant, stories are told of operators reaching over a piece of equipment, getting tangled in machinery, and then not being able to push the stop button. Even the family motor car, in many cases, might be better designed. Far too often, for example, the driver cannot reach some of the controls when wearing a seat belt.

**There is no standard definition of the science of ergonomics, but it can best be summed up in the phrase, "fitting the job to the worker." Its object is to reduce fatigue, ill health and injury, while making fuller use of man's physical and mental resources.**

Ergonomics is a synthesis of various other sciences such as physiology, anthropometry, psychology and engineering. The word was coined from the Greek ergon, meaning work, and nomos, meaning law. It is in common use in most parts of the world. In some countries, notably the United States, the same concept is often called "human engineering."

A more formal, short definition of ergonomics would be: "The application of the human biological sciences in conjunction with the engineering sciences to achieve the best mutual adjustment of man and his work, for the improvement of human efficiency and well-being." These objectives are by no means new. Some of the implements of the most primitive peoples, axe handles, for example, were consciously fashioned to provide a good grip. Even today, some of these early tools can stand close comparison with modern scientifically designed equipment.

After the industrial revolution got under way in Europe and individual craftsmanship was gradually superseded by bulk production, most machines were designed with only one aim—output. The adverse effects on the health and safety of workers is part of history. As time went on, improvements were introduced that proved to be not only humane but also conducive to efficiency and productivity. But it was not until World War II provided the impetus for more scientifically based studies of human performance that the vast possibilities of what we now call ergonomics became evident. The word was first heard in 1949, with the formation in the United Kingdom of the Ergonomics Research Society.

Ergonomics can be applied to anything used by man—and, as the ergonomic designer should never forget—by woman. A bath, a bed, a bucket, a bicycle, a baton and a wheel chair are all within the orbit of the ergonomist. **Because of the demands of consumers, industrial designers in fact have been quick to add ergonomics to their skills. But more important is the need to emplo**

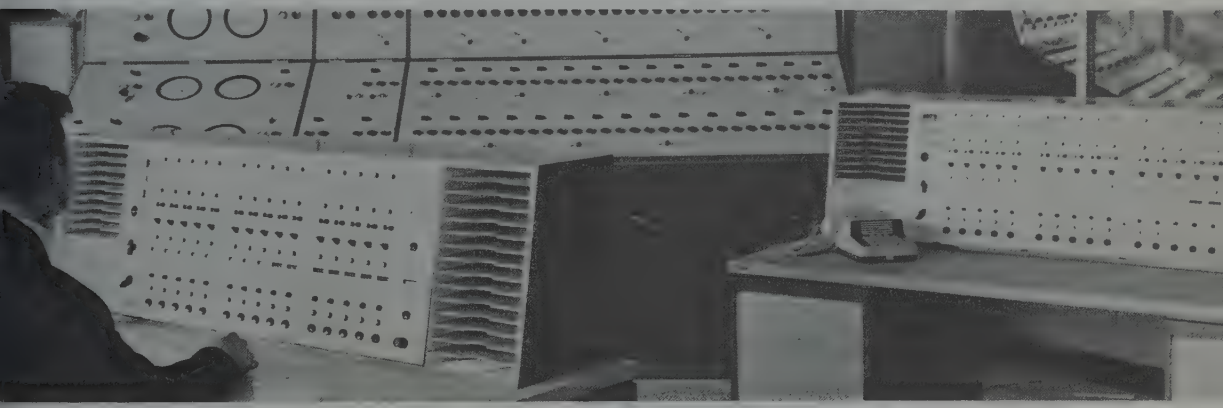
**ergonomics in the work place. Machine tools, textile mills, locomotives, ships, trucks, tractors, office desks, supermarkets—all benefit from the application of ergonomics in their design and operation.**

A classic example is the cockpit of the modern jet aircraft. The design and layout of dozens of instruments, switches and gauges, has to be such that the risk of pilot error is infinitesimal. In part, and not a small part, today's international traveller owes his safety to the work of experts in ergonomics.

Correct design and display of instruments, gauges and other indicators that have to be read quickly by the operator are among the best known uses of ergonomics in industry, and ones in which the results can be measured. For example, a firm of lathe manufacturers called in an ergonomics expert to advise on one of its machines.

Design of controls can be just as important as that of displays. Controls should be designed with the physical capabilities of the operator in mind. For example, heavy pressure, when required, is better transmitted through the operator's leg than his hand, which is less powerful. Where several controls are needed, careful grouping, colouring and shaping can be used to good effect.

Design of controls and displays is doubly important in a world in which processes are daily becoming more automated. But it should not be imagined that ergonomics is something merely added to machines. Some of the best examples of ergonomic design are the result of a complete rethinking of the concept of a piece of equipment. For example, until quite recently, crane control boxes, although they gave excellent forward visibility, frequently did not allow the operator to see what was going on directly underneath him. Sometimes this obliged him to take the serious risk of stepping outside



He redesigned the lathe's legend plate—a plate on which etting guides are shown—with surprising results. The olume of setting errors was reduced by a quarter; and he time required to set the machine by a fifth.

n such cases, **the ergonomist's role is to analyse just what information the operator needs to know, and then o set it out in the most appropriate way. For precise eadings, a dial may be essential, but for easy, quick heck-readings, a simple set of figures may be more ppropriate.** Sometimes the answer may be completely ifferent—a simple buzzer, or flashing lights. Or, it may e a complex representational display like those used n modern chemical plants or railway signal boxes.

his control box. Today, more and more manufacturers are bringing in designs that give him a clear view in all directions.

Another example is the diesel locomotive. Early designs followed the concept of the steam age, in which the driver had to lean out of the window to see where he was going. The modern equivalent not only allows him to see where he is going without getting out of his seat, it also puts carefully grouped controls and gauges at his fingertips.

**Correct choice and design of ancillary equipment is also important. If, for instance, an operation can be carried out with less fatigue if the worker sits down, the design of the chair can be vital. It is not impossible that the wrong kind of seat will cause greater fatigue than if the operator were left standing.**

Compare the typist's chair and an aircraft passenger seat. Both have to be used for long periods, yet they are radically different. The aircraft seat gives support for a large area of the body, can be reclined for relaxation, is made low for the comfort of adults and children alike; it is also designed to take up a minimum of space. The typist's chair, on the other hand, is designed for working. The seat height is arranged for comfort while sitting upright, and has a small backrest to give support where required. In other words, neither seat will, if it has been designed in accordance with ergonomic principles, induce unnecessary fatigue even after hours of use.

For years, tractors seats were designed in complete disregard of the driver's health and comfort. As recently as 1964, a series of investigations in the Federal Republic of Germany covering 220 young farmers, aged between 16 and 21 years, revealed that 50 per cent of them already had significant distortions of the spine. In Austria during 1962, 1963 and 1964, questionnaires on tractor equipment were distributed at all important agricultural fairs and exhibitions. An analysis of 22,000 replies indicated that 68 per cent of all the farm workers who responded complained of physical hardship caused by tractor seats.

Among the workers employed as tractor drivers, 73 per cent complained of back pains and 16 per cent of stomach pains. More than half the tractor drivers under 20 years of age complained of physical hardship, and most of these had already consulted doctors. The conclusions from this inquiry were confirmed by the selection board of the Austrian army that reported faulty posture and degenerative changes in the spine among farming youth.

Much research has gone into this question. It is not just the seat itself that is poorly designed. On most tractors, the distance between the steering wheel and the seat compels the driver to hold his body in a bent position, placing excessive strain on the vertebral discs. Thanks to ergonomic studies, the latest tractors in most countries are better designed, but tractors have a long life, and it will be years before this quite unnecessary cause of hardship and ill health can be completely eliminated.

**The application of ergonomics extends beyond the immediate orbit of the man and his machine. It covers the whole working environment. Heat, humidity, light, noise, and atmospheric conditions can all impair health and detract from efficiency. Each of these is an important study in its own right,** calling for specialized research within the wider field of ergonomics. Further attention to these subjects could prove invaluable in the developing countries, where extreme climatic conditions often add to working strains.

### Handicapped workers

One specialized aspect of ergonomics is the design of work for the disabled. Generally, there are two ways of employing handicapped workers. One is to find them a job within their capabilities. In this way, years of experience may be lost by giving a previously skilled worker a comparatively menial task. The alternative is the ergonomic approach of fitting the job to the worker, and it has been found that this can be done in the majority of cases. Solutions are often ingenious, but not always expensive. For instance, one drilling machine operator had an accident which severely reduced his arm movement. Normally this would have compelled him to take up a menial job, but an inexpensive system of levers was fitted to the machine, allowing him to resume his old job the day he returned. Similarly, it is usually quite a simple matter to adapt a foot-operated power press to hand operation for use by workers with leg disabilities.

None of this may seem very remarkable; indeed, it is largely a matter of common sense. But, because much of ergonomics seems simple, there may be a tendency to overlook it. Many other ergonomic problems are more complex, calling for the wide range of scientific disciplines which the fully expert ergonomist has at his command.

Equipment designed and produced today still tends to be steeped in tradition. The typewriter keyboard is a good example of how tradition was first followed, then abandoned with beneficial results. Originally, the typewriter keyboard followed the pattern of the type case used for the earliest form of printing. This was excellent for its original purpose of printing in Latin. Eventually, the modern keyboard was developed after study and experiment into the best arrangement of keys, so that those most frequently used are located under the typist's strongest fingers.

**But equipment still arranged in a traditional and inefficient way is still too often encountered. A typical modern capstan lathe, for example, has need of a most unusual operator for optimum working. If it were possible to design such a creature, he would be 4 feet 6 inches tall 2 feet across the shoulders and have an 8-foot arm span** To complete the impression of something from a horror movie, he would have eyes on stalks as well!

It is the job of the ergonomist to design equipment to suit the "normal" dimensions of man, or woman. This is not as easy as it looks, because the "normal" worker does not mean the "average" worker. The latter is a purely hypothetical figure. In practice, machines will be used by a wide variety of workers—short, tall, slight, heavy, but all normal. The problem is to design equipment that can be operated efficiently by any person within the wide range likely to be called upon to use it. In most developing countries much work still has to be done on establishing data for the physical dimensions and capabilities of workers. Generally, it is impossible

to use data from developed countries. The statistical norm of the "standard worker" in industrialized societies is a man 30 years old, 5 feet 7 inches tall, weighing 154 pounds, enjoying good health, working in a temperate climate, and enjoying a balanced diet. Reports from developing countries usually point to health and physical conditions far different from these.

Investigations in India and Africa have shown that the normal height of workers in those countries is somewhat lower than in industrialized countries and the normal weight considerably lower, in some cases by as much as 20 per cent. Oxygen intake, governed by lung capacity, was found to be about 3 litres a minute in developed countries, whereas in the areas mentioned it is 2.5 litres. The world knows what effect shortage of oxygen can have on physical effort from the Mexico Olympics. All these differences, obviously, should be taken into account when planning the worker's task and designing his tools and equipment.

There is no doubt that the physique of workers in developing countries will improve with better nutrition and rising standards of health. One has only to compare an average inhabitant of the United States today with the average person of the same age and sex in the country where his family originated—be it Africa, Asia or Europe—to see that this is so. Meanwhile, we have to fit the job to the man who is likely to be called upon to do it, not to his son or grandson. **Even when everybody is well fed and healthy, there will be physical differences between peoples in different parts of the world for a long time to come. The ergonomist is not directly concerned with why this is so. His job is to measure the differences and draw the correct conclusions in terms of workers' conditions and efficiency.**

### Ergonomics and the ILO

The ILO's concern with ergonomics can be divided into two distinct areas: problems of industrialized societies and those of developing countries. The ILO's small ergonomics staff, working in the field of industrial health and safety, is still very much concerned with the problems in industrialized countries. It has been estimated that upwards of 50 per cent of the workshops in the world's most advanced countries can be described as "poor" or worse. The safety and health aspects of automation also come within this field. A number of reports have brought out cases of tension created by the remoteness of the worker from the process he is controlling, for example. This is a situation where it is the psychological conditions of work that call for more study.

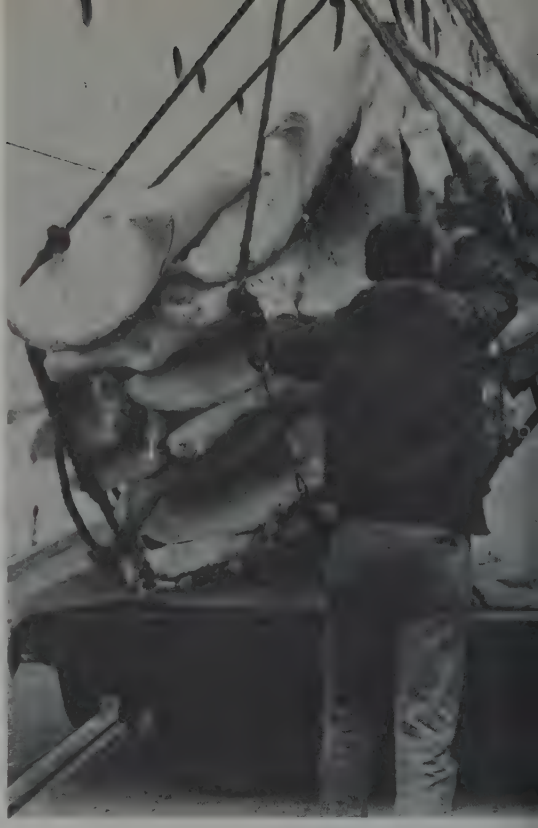
**In the developing countries a good deal of groundwork will have to be done before ergonomics can make its full contribution. In response to requests from various governments the ILO has sent experts on several missions, usually to deal with specific problems such as**

**labour conditions in mines, steelworks, textiles or urban transport.** In most cases, the experts quickly realize the need to broaden the scope of their work, which they find cannot be separated from other aspects of the problem—psychological, nutritional, hygienic, for example. This is the true ergonomic approach. In some cases, experts have themselves been learning about the role of ergonomics in developing countries. From this and other sources, the ILO is, in fact, now compiling a handbook for its experts.

Before leaving on a mission, experts are briefed in applied ergonomics at ILO headquarters in Geneva. When they arrive in the field, they generally have to start very near scratch. Certain developing countries, notably India, possess scientific personnel and are able to carry out research for themselves. Most are not so fortunate. The ILO expert thus has to perform two functions. One is to study and help resolve ergonomic problems; the other is to train local personnel needed for these tasks.

In recent years the ILO has convened major meetings of international experts in ergonomics. The first of these was in Prague in September 1967, when the subject studied was "Ergonomics applied to the design of machinery." This was followed by a second conference in Rome in September 1968 on "Ergonomics and Factors in the environment." In 1969, jointly with the Food and Agriculture Organization of the United Nations (FAO) and the Economic Commission for Europe, a conference will be held on "Ergonomics in the Timber Industry." The object of these meetings is to extend the application of ergonomics by examining in detail concrete questions in various areas.

In its work in this field the ILO is often associated closely with the World Health Organization (W.H.O.), whose basic objective is the raising of health standards, coupled with higher standards of living. Clearly ergonomics can make a very valuable contribution to these aims, for example in dealing with problems such as fatigue, which is most troublesome in countries with nutritional problems. The W.H.O. also advises on the use of ergonomics in the prevention of occupational diseases.



Two current examples of W.H.O. research into specific ergonomic problems are a study of man's capacity to work at high altitudes, and an investigation into man's ability to resist heat stress in hot climates. Ergonomics also figures in W.H.O. assistance in setting up health research institutions.

Finally, it must be emphasized again that one of the main barriers to the application of ergonomics in developing countries is that data are not available to apply its principles. To overcome this difficulty, **W.H.O. is currently co-ordinating a worldwide series of studies of different ethnic groups. When these have been completed, a scientific attempt will at least be possible to fit the job to the worker in countries where, too often, he is asked to cope with equipment and with methods and schedules devised for some other man in some other corner of the world.**

# The Concern for Safety

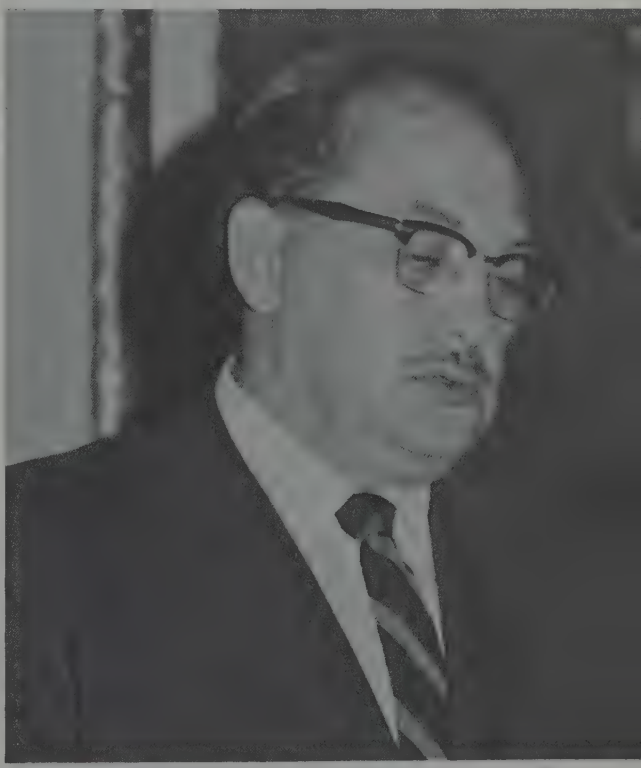
**There must be increased co-operation between labour, management, and government if the high rate of industrial accidents, disease, and death is to be reduced in the future, Joseph Morris, Executive Vice-President of the CLC told the CLC's 6th Biennial Conference on Health and Safety in Montreal.** The conference, held in September, attracted more than 200 unionists from Canada and the United States.

The delegates were welcomed by Louis Laberge, President of the Quebec Federation of Labour, by Quebec Deputy Labour Minister Robert Sauvé, and by Mr. Morris, who acted as conference chairman. Mr. Sauvé announced the creation in Quebec of a new commission for the prevention of industrial accidents and sicknesses. Legislation enacting the commission will be presented at the present session of the Quebec National Assembly.

"The fact of the matter is that the toll in death, in broken bodies and impaired health from industrial accidents and disease is still shockingly high," Mr. Morris said. "**And yet, despite this heavy toll ... there is not the evidence of a universal concern for health and safety there should be.** The day-to-day incidents of industrial accident and disease seem to be taken for granted by the public as a whole and by many in government, management and organized labour who should be the ones to take intelligent and effective action."

To solve the problem, Mr. Morris proposed a stepped-up creation of job safety committees in CLC federations, councils, unions and locals, the latter in co-operation with management, as well as increased teamwork by government, labour, and management. He said that in many cases the relationship between management and labour leaves something to be desired, each approaching the problem with a fixed position. "This does not open the door wide enough for the kind of joint approach that is the essential forerunner to constructive action," he said.

Joseph Morris



Government's role in the program consists in establishing proper safety laws and regulations; management's responsibility is the provision of a proper and safe working environment; and labour's duty is its active and total involvement in the safety of the workers, Mr Morris said.

He pointed out some of the duties of the joint labour-management safety committees. They must: ensure that all safe working conditions are observed in the operation; operate efficiently and democratically; have a sufficient number of meetings and keep in touch with the workers; make sure that the operation and equipment are inspected regularly, and report all accident hazards to management; report all accidents, whether there has been an injury or not; explain the causes of all accidents to employees and management in order to prevent recurrences; regularly inspect first aid equipment, and ensure that trained first aid men are readily available; promote safety and first aid training for committee members and workers; and participate in advertising safety, and sell the safety program to the workers through the union meetings.

### Industrial Fatigue

**"Industrial fatigue today tends to be less and less centred in the muscle cells, much of it being in the cells of the brain,"** Dr. Frank Brent of the Aluminum Co. of Canada told the conference. And the white-collar worker will experience as much industrial fatigue as will many manual workers. Fatigue can affect the senses of hearing, taste, touch, sight and smell, as well as all the action mechanisms either physical or mental, he said.

"For a job to be a proper job requires that it be designed with care so that it has elements of challenge consistent with the needs of a responsible adult. This will require the co-operation of engineers, psychologists, ergonomists, management and men." And the continued efforts of engineers, industrial hygienists, safety experts, psychologists, and sociologists and health experts will be needed to create a good environment, Dr. Brent said.

Maintaining and assuring the physical, mental, and emotional fitness of workers requires the work of the health team. Assuring that workers are well trained requires the efforts of the training team—instructors, psychologists, and communications experts. "Industry benefits when work and the work environment are designed to prevent unnecessary fatigue and thereby prolong the feelings of energy and enthusiasm," Dr. Brent concluded.

Speaking on environmental diseases, their causes and prevention, Dr. Ernest Mastromatteo, Director of the Environmental Health Service Branch, Ontario Department of Health, pointed out that **although the chance of an occupational disease is very small, "this is of no great comfort to those who suffer from it and of even less comfort to those who may ultimately die."** Employers and workers must therefore be aware of the dangers they may be exposed to and take all preventive measures in order to minimize such dangers, he said. Such preventive measures include all efforts to reduce the dissemination of dust, fumes, gas or vapour to a minimum.

Dr. Mastromatteo suggested a number of general control measures to be used: substitution of a non-poisonous material for a poisonous one; the right choice of handling methods for dangerous materials, in order to reduce exposure to workers; adequate ventilation; separation of processes using dangerous materials from the general operations of the plant; the use of personal protective equipment such as respirators, special clothing, gloves, goggles, or protective cream; personal cleanliness, including, in some cases, a double locker system—one for street clothes and one for work clothes; plant cleanliness; proper medical supervision including pre-employment examination and regular checkups for all workers exposed to toxic materials; educating workers regarding possible dangers, proper safeguards and handling, and ensuring that the preventive measures are adopted; sampling of air for dusts, fumes, gases, and vapors and, in some cases, a continuous monitoring system with alarm devices; and periodic inspections and industrial hygiene surveys.

**An eight-point hearing conservation program designed to prevent industrial deafness was called for at the conference, by Dr. Stanley Forshaw of the Defence Research Board, Department of National Defence. He said that a person aged 55 has twice the chance of suffering from deafness if he has been working in noisy surroundings than if his job is in a quiet place.** To combat this serious problem of noise pollution, he outlined a program that would fill these eight basic requirements: the aim of the program must be clearly understood and concisely presented to gain the support of both management and workers; damage risk criteria must be adopted to protect people exposed to noise; all noise hazard areas should be identified and designated as such and noise abatement procedures should be undertaken to reduce or eliminate noise at its source; pre-employment and on-the-job medical examinations should be conducted to detect the onset of permanent hearing loss; hearing protection devices should be provided to all persons working in noisy surroundings; a continuing education program should be undertaken to acquaint people with the danger of noise and the correct use of protective equipment; and the results of the program should be reviewed periodically.

### Safety Workshops

The safety workshops brought in a number of recommendations, including resolutions that: urge provincial governments to implement the use of reflectorized license plates on motor vehicles as a means of decreasing highway accidents and fatalities; ask for the setting up, by the CLC, of a joint conference of medical associations, industry, government and labour representatives to discuss guidelines covering the problem of employers requiring injured workmen to perform "so-called light duties," **ask that pressure be put on governments to "drastically reduce" the dangers of air, water and soil pollution; recommend the setting up of compulsory training programs by provincial governments for new miners; call for active union participation in the proceedings of coroners' inquests following mine fatalities, and enforcement of their findings;** and recommend the setting up of joint union-management safety committees to "look after the laying-down of safety rules and regulations," and the publication of such regulations in the languages the workers understand best.

# A Time to Speak And a Time to Act

**"If we really believe in equal opportunity in employment for all Canadians regardless of race, colour, religion or national origin, then let us say so in terms that have practical and realistic application," Labour Minister Bryce Mackasey told administrators of human rights legislation in September.** Delegates had converged on Ottawa from all parts of Canada for a two-day conference on the 18th and 19th. The following is an abridgment of the Minister's address.

When I was invited to address this conference, I wondered what I could possibly say to a group of experienced and dedicated provincial and federal administrators of human rights legislation that they had not heard many times before, and they themselves had not said publicly on many occasions. I wondered out loud in the presence of your conference chairman—George Blackburn, my Director of Fair Employment Practices—who was extending your invitation to me. His reply was, I think, significant. **He pointed out that, although the things I might say had been said before by minority group leaders and human rights administrators at many meetings in all parts of Canada, they had yet to be said by a Minister of the Crown at the national level of Government, and that the time had come when they should be said.**

The argument, I finally concluded, was irrefutable. And the more I thought about it, the more it became obvious that here was an idea which, if extended to leaders from all levels of society, could be of the greatest significance to the future development of equal opportunity and sound human relations in Canada. If leaders at the federal, provincial and municipal level, leaders of management organizations and unions, both national and local, leaders of community organizations of all kinds from presidents of service clubs to chairmen of school boards—if all leadership people in Canada were to start speaking out, saying what needs to be said, instead of leaving it all to the minority groups and a few dedicated human rights administrators, the result could mean a tremendous new surge of positive action.

**This then is my appeal. If we really believe in equal opportunity in employment for all Canadians regardless of race, colour, religion or national origin, then let us say so in terms that have practical and realistic application.** Let us follow the reasoning of those who are actively confronting the problem daily, and who obviously know what they are talking about—the human rights officers.

It is clear that their major concern is with the promotion of affirmative action by all who are in a position to open up the employment horizon for seriously disadvantaged minorities. They recognize that generations of rejection and permanent poverty have had such a crus

ing effect that only the exceptional few have had the stamina to seek out and compete for training and employment opportunities without special encouragement and assistance.

If anyone still believes that patterns of rejection do not exist in Canada, a few statistics should dispel any doubts. According to the Hawthorne Commission report, the average yearly earnings of an Indian worker are less than $1,400, compared with an average of $4,000 for Canadian workers. A Halifax study published in 1962 revealed a mean annual income for black workers of about $2,000, and there are black people in other communities in Nova Scotia who are worse off than those in Halifax.

The federal Government and each of the provinces have laws prohibiting discrimination. But anti-discrimination laws are not enough, if only because members of seriously disadvantaged groups may be unwilling or spiritually unable to invoke them. **I seriously believe that some people have been the victims of discrimination for so long that they have become used to injustice, perhaps even comfortable with it.** Those people who for generations have been seriously disadvantaged will never know full equality of opportunity without special affirmative action by employers, unions, governments, and responsible and thinking individuals who really want to do something constructive.

And what do human rights officers mean by "affirmative action?" They mean any action aimed at breaking historic patterns of rejection in employment, training and career development based on race, colour, religion or national origin, whether or not these patterns result from cold-blooded, calculated policy or merely from thoughtlessness and apathy.

Promotion of affirmative action makes a lot of sense. Most people can honestly maintain they don't discriminate, simply because most people don't get the opportunity to discriminate. But in the promotion of affirmative action, no one can hide. **Affirmative action would demand that employers, employment supervisors, trade union executive officers, service club executives and a great variety of decision-making people introduce a policy designed to ensure that members of disadvantaged minorities are made aware of employment opportunities and encouraged to make use of them.** Employers and unions would convince the disadvantaged that the jobs are there for them, that they could get the training they need, and most important, that once at work they would not suffer harassment or discrimination, and that they would have the same opportunities for advancement as other workers. This is only simple justice. If it has been achieved only rarely in Canada up to now, it must be because few of us have realized that what we have done to our minorities over generations cannot be undone without special understanding and special effort.

Do we understand the social and psychological gap that faces an Indian youth moving from an isolated area to a complex and sophisticated urban centre? Do we understand that such a gap could frighten young people away from training and jobs? **Observe the business that operates in an area where there are many Indians or Negroes, yet does not have a single Indian or black person on its payroll; the trade union that has taken no special steps to bring members of disadvantaged minorities into its membership. Can these organizations any longer get away with the contention that they are meeting their social responsibilities?** What have they ever done to make it clear to the minority community that they want them to apply? Have they ever spoken to the minority organizations? Have they ever co-operated with the schools their children attend to encourage them to finish their schooling, in the knowledge that training and jobs and places in the union movement will reward their efforts? Discernible patterns of discrimination on racial grounds exist in only a few Canadian communities. Where it exists, discrimination in Canada is generally subtle, generally practised with more politeness than in other parts of the world. For the most part, it appears to result more from public apathy and unawareness of the problems of minority groups than from rigid racism or bigotry.

These features do not excuse the problem, however. They do not mean that rejection and exclusion have been any less damaging, or are any less irritating and frustrating to minority groups. **In fact their rising protests and their growing militancy spring more from rage at the apathy and indifference of society in general than from any single condition of studied discrimination.**

Minority group leaders and human rights administrators tell us we must understand the growing impatience of those disadvantaged by race and colour. The rising expectations of socially disadvantaged people on this continent and abroad have had, are having, and will continue to have, a profound effect on the attitudes of our own disadvantaged people—not only those who have been here for generations, but those who have recently arrived, and those who will be coming here in the next few years.

**Canadian leaders and decision makers must realize that if they don't listen to the moderate but militant leaders of today, and start doing something meaningful to support their credibility, they will be faced by radicals who will have no hesitation about going into the streets and using imported technique and rhetoric.** We have been warned by priests, ministers, university professors and others who live close to the minorities that we haven't much time, and that if we fail, minority groups are going to import perspectives and solutions from outside the country.

**I associate myself with the moderate but militant minority group leadership in appealing for positive and immediate action by employers, unions, and governments at all levels, to open doors that have been too long shut.** I associate myself with the impatient youth who say, "We're not going to be put off with promises as our fathers were. We want jobs and training now."

I am pleased that our Fair Employment Practices Branch is in close contact with provincial agencies and is co-operating in many community oriented developments. **I have requested a complete review of our legislation, and recommendations are now being prepared for its overhaul.** I want to make it as effective and broad as necessary to firmly underpin our program of human rights in employment.

Mr. Blackburn and his tiny staff have been doing a tremendous job, but they must have more staff and money to organize an effective program. And to this end, I am pledging the time and resources of my Department, and I will see that an adequate and proportionate amount of funds are directed to this vital and urgent program.

# The New Move To End U.S. Poverty

**"The present welfare system has failed us," President Nixon said in a message to the United States Congress in August announcing a new welfare policy. "It has fostered family breakup, provided very little help in many States, and has even deepened dependency by all too often making it more attractive to go on welfare than to go to work.** I propose a new approach that will make it more attractive to go to work than to go on welfare, and will establish a nation-wide minimum payment to dependent families with children."

The following proposals make up the President's seven-pronged attack on poverty:

The federal Government would provide a basic income for those families who cannot care for themselves. Dependent families would receive the first $60 they earn, with no deduction from their benefits. The income of the "working poor" would be supplemented, to encourage their working and to eliminate the chance of making more from welfare than from wages. Demeaning and costly investigations would be replaced by simplified reviews and spot checks; payments would be made upon certification of income, and without the stipulation that the household be without a father. Employable persons who choose to accept these payments would be required to register for work or job training, and be required to accept either of the two alternatives. A major expansion of job training and day care facilities that would encourage current welfare recipients to work. Uniform federal payment minimums would be provided for the aged, the blind, and the disabled.

More specifically, **the President's plan would provide a basic national minimum payment for the typical welfare family—a mother with dependent children and no outside income.** A mother with three small children would be assured of an annual income of at least $1,600.

The same basic benefits would be received for the family headed by an employed father or working mother, but $60 a month of earnings would be disregarded in order to make up the costs of working, and to provide an incentive for holding a job. The wage earner could also keep 50 per cent of his benefits as his earnings rose above $60 a month. The new system would establish a minimum payment of $65 a month for the aged, the blind, and the disabled, with the federal Government contributing the first $50, and sharing in payments above that amount.

Single adults who are not handicapped or aged, or married couples without children, would not benefit by the new system. Food stamps up to $300 a year per person would continue to be made available. The new approach, President Nixon said, "would end the blatant unfairness of the welfare system," and create a much stronger incentive to work. For people now on welfare, he said, the present system discourages the move from welfare to work by cutting benefits too fast and too much as earnings begin. The new system would encourage work by allowing the new worker to retain the first $720 of his yearly earnings.

**"The bridge from welfare to work would be buttressed by training and child care programs," the President continued. "I am requesting authority, as a part of the new system, to provide child care for the 450,000 children of the 150,000 current welfare recipients to be trained."**

The President said he was aware that even with strong incentives and training opportunities, some people would fail to seek or accept work. "It would not be fair to those who willingly work, or to all taxpayers, to allow others to choose idleness when opportunity is available," he said. "They must accept training opportunities and jobs when offered, or give up their right to the new payments for themselves. No able-bodied person will have a 'free ride' in a nation that provides opportunity for training and work."

# It Just Won't Work Mr. Wilson

By Alan Carmel

**The incomes policy advocated by W. Elliott Wilson in "Putting a Lid On the Wage-Price Spiral"** (L. G., Sept., p. 514) **simply will not work.** Mr. Wilson's central thesis is that "labour, as a national entity, presents to management, as a national entity, the challenge that, if retail prices on all goods and services are reduced by a stated percentage, labour will make no wage or benefit demands for that year." There are seven points I would like to make.

**First, Mr. Wilson's proposal is based on the assumption that there is a central spokesman for labour and one for management, and that each spokesman has the authority to commit his constituents to a particular policy,** and the ability to compel those constituents to carry out that policy. In reality, there are no such spokesmen in Canada. Indeed, both labour and management are collections of many units or subgroups, each with its own diverse interests.

Anyone who has had experience in multi-employer or multi-union bargaining can testify that often the biggest obstacle is to get all of the employers or all of the unions to agree to a common position so that meaningful negotiations between the two parties can take place. If it is so difficult to get a consensus when the groups have at least some common interests—attested to by their willingness to enter into joint negotiations, then to seek a meaningful consensus among such diverse groups with such conflicting interests is asking the impossible.

Advocates of an incomes policy of any type will often point to Sweden as the example par excellence of how it will work. Leaving aside the fact that the Swedish experience has been far from successful in many ways, the example is certainly not relevant to a discussion of the Canadian economy. The institutional structure of Sweden is quite different from that of Canada. Sweden does have central groups, one for management and one for labour, that can negotiate and reach binding agreements; and these central groups have the authority to compel their constituents to follow the agreements. Changing our Canadian institutions to resemble those of Sweden will not be possible in the foreseeable future in the light of the value judgments of most Canadians. The existing institutions would exert all of their considerable power to prevent their own destruction, thereby bringing about a period of long and bitter conflict and disruption. Indeed, the death of a civilization has often been the result of a disease that George Taylor, the eminent American arbitrator and labour relations expert, has so aptly named "the institutional hardening of our arteries."

**My second objection to Mr. Wilson's proposal is that it is diametrically opposed to the institutional needs of unions.** Unions must make sufficient gains to justify themselves and their operational costs in the eyes of members and prospective members. The primary justification that unions recognize is potentially higher wages and benefits. This is based on the fact that workers—as are most people—are heavily influenced by money illusions; that is, they look at the number of dollars and usually pay little attention to the real purchasing power involved. The basic concept that constant money incomes and declining prices will provide rising real purchasing power has a long and respectable academic history. I have often discussed the desirable aspects of the concept in my lectures; I am always

careful to make quite clear, however, that such a policy is not viable in the present institutional environment. When one leaves the quiet halls of academe for the hustle and bustle of the marketplace and the voting booth, one must be sure to stress practicality and reality rather than desirability.

**Third, it is highly unreasonable to ask individual unions and employers to voluntarily adhere to a policy that is, in many cases, contrary to their own interests.** Many unions and employers have found that their incomes are rising faster than prices in the present inflationary environment, so that they end up with an increase in their real purchasing power. But, granted that these real gains came at the expense of losses in real purchasing power suffered by others, and that the economy as a whole would be far better off without continual inflation, I see no reason to expect the unions and employers in question to voluntarily forego the benefits of their privileged positions. In fact, there has been a long history of attempts in many countries to achieve such voluntary adherence and self-denial, and the almost universal experience has been complete failure. The one way to gain compliance with such a policy has been by compulsion—the force of law—and even when force was tried, the results were far from successful.

**Fourth, Mr. Wilson is overlooking the real cause of inflation and is concentrating solely on the symptoms.** He is acting like the doctor who prescribes aspirins to lower a patient's high fever but neglects to investigate the cause behind the symptom. The real cause of inflation is the monetary and fiscal policies of the Government.

In deference to those economists who are at present heatedly debating the question of whether the cause is monetary or fiscal policy or both together, I will generalize in the hope of not offending any of the eminent advocates of the competing views. These policies create inflation, and they also generate those forces that lead unions and employers to behave as they do. The parties are merely responding to the environment created by the Government, not creating the environment. I might add parenthetically that, in my view, it is the Government's commitment to full employment at any cost, because of political decisions, that has caused the Government to consistently follow inflationary policies in recent times.

**Fifth, the proposal suggests that boards be set up with the authority to provide exemptions under certain conditions**—namely, when the wages or prices are lower or higher than the prevailing rates for the same or comparable localities, industries, products or jobs. To administer such a mandate is to attempt to effectuate the impossible. By their very nature, these questions cannot be answered exactly. The rationale of collective bargaining is precisely that, because no single, exact answer exists, the only meaningful answer is the one found to be mutually acceptable to parties affected. Everyone believes that he is insufficiently rewarded for his efforts, and consequently concludes that he is a justifiable exception, deserving of more. The result can only be either arbitrary decisions imposed by force, or widespread chaos.

**Sixth, the extension of Mr. Wilson's proposal to the Government, the largest single unit in today's economy, presents a problem of some importance.** The various governments would not, I am sure, object to the idea that their employees' incomes remain constant. Would they, however, agree to reduce taxes every year by the same percentage as all other retail prices? My own view is that they would not agree to bind themselves to any such restriction.

**Seventh, Mr. Wilson's proposal will introduce a great deal of rigidity into the economy at a time when it is experiencing massive change and needs the maximum possible flexibility.** As I pointed out before, the administrators of such a plan would, of necessity, most likely turn to a very strict interpretation with minimal deviation. This would perpetuate the present relative wages and prices. Changing relative wages and prices are needed, however, to adjust to continually changing circumstances, and to guide the re-allocation of resources into their most desirable uses. This is the same criticism often made of any incomes policy—that it introduces administrative rigidity when the need is for increased flexibility.

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(The opinions expressed by the author of this article are not necessarily those of the Canada Department of Labour.—Ed.)

# Housewives: Missing Link In the GNP Chain

**"Housewives . . . should place a value on themselves and should insist on a value being placed on the unpaid domestic services that they provide," Sylva Gelber, Director of the Women's Bureau, Canada Department of Labour, told a meeting of the Engineers' Wives Association in Ottawa in September.** Miss Gelber made the following comments on unpaid domestic services and the Gross National Product:

Since the early days of measuring the value of all goods and services in terms of money, the value of the domestic services rendered by housewives has been considered by economists and statisticians to be nil. What this means, in fact, is that although a paid housekeeper's services are given a dollar value that is reflected in the national dividend, precisely the same services when performed without a wage by a housewife cease to be reflected in the national product.

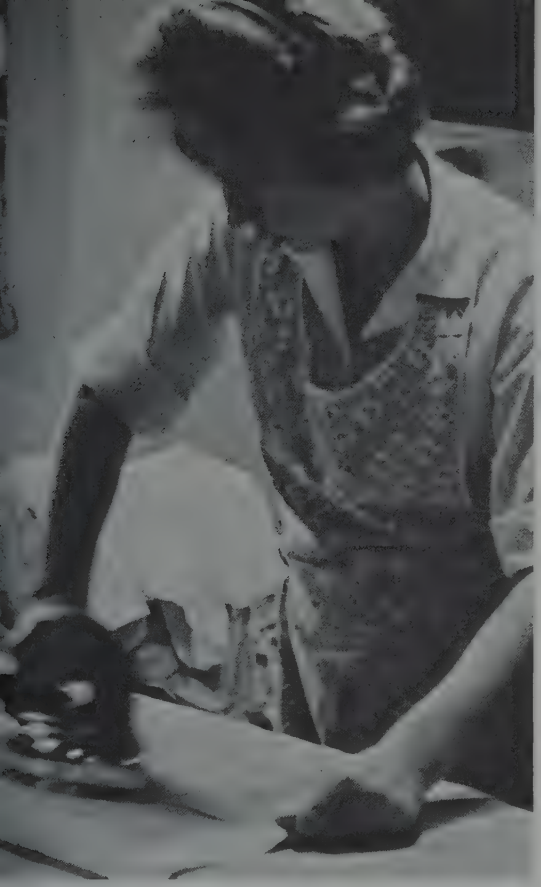
This paradoxical state of affairs was the subject of a famous example by a British economist, A. C. Pigou, a professor of political economy at Cambridge, frequently quoted by other economists as a classic to illustrate the predicament. "If a number of bachelors who were employing housekeepers in the customary manner of exchanging services for money decided to marry these housekeepers, then the national dividend would be diminished." In other words, the services continued, but the value disappeared! Another example of more recent vintage is the situation in which housewives cook each other's meals and receive payment for their efforts, thus increasing tremendously the Gross National Product.

This problem of including in the national product the value of unpaid domestic services has been studied by economists for years. The classical and accepted approach was clearly expressed by another professor of political economy at Cambridge, Prof. A. Marshall, who said that the value of services that people render to themselves and their families should be excluded from the GNP.

But housework services were not the only ones to which this noted economist referred. There were others of a similar nature relating to non-market items. At a later date, however, it was agreed that concessions would have to be made, for while the measuring rod of money was not literally applicable, the value of the production could not be overlooked. Concessions were made, for example, in the case of agricultural earners who, having produced agricultural products, consumed these at home without putting them on the market. Similar exceptions applied to owners of real estate who themselves occupied some of their own lodgings.

In these cases, the economists conceded that it was possible to impute to the services a dollar value for purposes of the national product. In fact, the Canadian GNP today does include such services, although some of the output is not actually sold. Clearly, the original principle of totally excluding the value of services that people render to themselves has not been adhered to in all circumstances, but it continues to be adhered to with regard to the domestic services of housewives.

An estimate of an imputed value of the domestic work of housewives in 1929 was made for the United States by another noted economist, Prof. S. Kuznets. Assuming a rough dollar equivalent for these services, he placed the value at 23 billion dollars, or somewhat more than one quarter of the whole national income of the U.S.A. in that year. He pointed out the problems inherent in calculating the productive activities of housewives in the same manner as other economic processes, but he believed that they should be considered in any attempt to indicate the net product of the social system.



**Quite recently a British economist, Colin Clark, estimated that the value of unpaid household services in industrialized societies amounted to 44 per cent of the national product on the basis of production for the market. If this economist's estimate is valid, then the value of these services in this country in 1968, when the GNP reached $67.4 billion, might have been in the neighbourhood of $27 billion.**

He outlined a method in 1958 by which a value might be imputed to housework. He pointed out that because of better household equipment, efficiency in household services had been increased and productivity had greatly improved. The same services were now being provided by fewer housewives, as increasing numbers of women were taking up paid employment. In spite of all these factors and the magnitude of the unpaid services provided, he noted that still "the very existence of this tremendous amount of work is ignored both by the general public and by traditional economists."

The reasons underlying the exclusion of unpaid domestic service deserve consideration in view of the admitted problems that must be overcome in order to make meaningful their inclusion in the calculation of the value of all services. The main difficulty appears to be the problem of measuring volume of production. There are difficulties relating to the conditions under which such services are carried out, as well as a recognition of the factors that affect the amount of income represented by them.

The precise extent of unpaid domestic services in Canada is not known, nor has there been an effort made to formulate a reasoned estimate. Where calculations have been devised, however, they have indicated that the value of unpaid domestic services, when made on the basis of production for the market, represents a substantial percentage of national income. **It is likely that if such an estimate were to be made on the basis of a purely arbitary figure, even lower than that of comparable market value, it would also represent a significant percentage of the national income.**

It is interesting to note that most of those economists who themselves devised estimates relating to the value of unpaid domestic services, favoured the exclusion from the reckoning of these services because of practical obstacles. Yet it is difficult to understand why, in this day and age, when statistical tools hitherto unknown are available, it has not been found possible to overcome the admitted problems inherent in finding a solution. Scientists and technologists do not usually set aside a problem merely on the grounds of practicable difficulty. Methods are devised that even make possible a walk on the moon. Social scientists should be equally capable of coping with obstacles.

Perhaps the time has come when those who provide the services should bring pressure to bear on the social scientists to ensure that the bona fide services, unpaid though they be, should no longer be set aside as valueless in dollar terms. **Housewives who provide this service have too long remained the "silent servicers." They should place a value on themselves and should insist on a value being placed on the unpaid domestic services that they provide.** In so doing, they will acquire from society a new attitude toward their services and at the same time make meaningful the measure of all services reflected in the national accounting.

# Organizing Public Employees

**An expansion program and a doubling of its strike fund were major decisions taken by the Canadian Union of Public Employees at its fourth Biennial Convention, held in Toronto in September.** The convention drew some 650 delegates representing 130,000 municipal, school board, hydro, university, hospital, CBC, and other public employees from across Canada.

The expansion plan, called Action 69-71, will expand the union's research and job evaluation services, put more staff representatives into the field to assist locals in contract negotiations and processing grievances, and will include organizing campaigns to bring more public employees into the union. In order to accomplish these and other purposes, and to pay off the $110,000 debt that CUPE has built up during the last two years, members' dues will go up from $1.60 a month to $2.50. This increase will be implemented in two equal stages of 45 cents in March 1970 and January 1971. As well, three $1 assessments will be paid in December, January and February. The program adopted was a modified version of one proposed by the CUPE National Executive Board.

Among the more than 200 resolutions put before the delegates, the convention passed resolutions: asking the incoming executive board to **open discussions with the Public Service Alliance of Canada with a view to creating one union for all public service employees;** urging more participation by women and young people by setting up a special committee to stimulate women members to a more active participation in the labour movement, and a Youth in Public Employment Committee to call a national conference of CUPE's younger members and determine why half the young membership is absent from leadership positions in CUPE; and calling for close co-operation between CUPE and the Canadian Union of Students to work toward elimination of economic, social, and cultural barriers to education; winning a greater voice for students and workers in the running of universities; and recommending that university employees become unionized.

Greater support of the New Democratic Party by public employees was called for by CUPE President Stanley Little. In his opening address to the CUPE biennial convention he said that the past experience of "rewarding your friends and punishing your enemies, whatever their political affiliations, has proved to be ineffective." He said that CUPE should begin supporting the NDP organizationally and financially as well as morally. In the past, Mr. Little said, CUPE has played down its political role "because we did not want to create division."

Mr. Little criticized government officials who call for ceilings on wage increases. **"I would like to see some of the people who talk about percentage guidelines trying to live on the salaries of many of the hospital workers represented by delegates at this convention,"** he said.

Mr. Little also called on CUPE to use its power to improve the lot of people who are not necessarily CUPE members. "Our challenge is to be a union that will use its might, its muscle and its manpower to help the outsiders and outcasts in our society. We cannot be content to continue just to protect our own members

and increase their standard of living while there are so many social problems unresolved. The plight of our Indians and Eskimos, of our rural poor, of our urban slums, of our underdeveloped areas, and poverty among the aged—these are things that must be of concern to any union worthy of the name."

Mr. Little called on CUPE to work toward creation of one union for all public employees; elimination of legislation that prevents full collective bargaining for public employees; more involvement in CUPE by its younger members; and a greater sense of solidarity among public employees regardless of what part of the country they live in or what type of work they do.

"Members in a specific local will rally to the cause when their contract improvements depend on solidarity, or when their local is in difficulty," said Mr. Little. "What we need to create is the realization that the problems of the public employee in Newfoundland affect those in British Columbia, that the problem of the hospital worker is also the problem of the hydro worker."

Stanley Little

Grace Hartman

On the need to involve more of CUPE's younger members in the union, Mr. Little said: **"As leaders in CUPE, we must make a conscious effort to take into account the needs, aspirations, and outlook of our younger members whose personalities were not formed by the same tragic incidents—World War II and the Depression—that many of us were forced to endure."**

The convention re-elected Stanley Little, Ottawa, national President and Grace Hartman, Ottawa, Secretary Treasurer. The five general vice-presidents elected were: Kealey Cummings, Toronto; Mrs. Shirley Carr, Niagara Falls; H. Greene, North Vancouver; Roger Lampron, Montreal; and L. Jacobson, Regina. The convention also elected 10 regional vice-presidents: J. Crosby, Glace Bay, N.S.; G. H. Newell, Saint John, N.B.; Guy Beaudry, Repentigny, Que.; E. P. Huggett, Toronto; R. Bradshaw, Hamilton; C. Dungey, Sault Ste. Marie; E. Phillips, Winnipeg; C. Renwick, Moose Jaw, Sask.; L. W. Hewson, Red Deer, Alta.; and Maurice Loyer, Nanaimo, B.C.

# Labour Legislation In 1968-69

## Part I: Labour Standards

**Besides amending some of its existing labour laws and enacting a new Elevators Act, the Newfoundland Legislature has passed a number of new laws in the labour standards field: annual vacations legislation, an Act providing for a weekly rest day, and a comprehensive human rights code that includes provisions requiring equal pay for equal work.** In addition, Newfoundland became the fifth province, after Manitoba, Saskatchewan, Nova Scotia and Québec, to require notice of termination of employment. As a result of these new Acts, all jurisdictions in Canada have legislation providing for paid annual vacations, all have fair employment practices laws, and all have some statutory provisions regarding weekly rest.

In line with the trend toward the enactment of labour codes, Saskatchewan consolidated the basic principles and administrative provisions of eight existing Acts, without substantial amendment, to form the Labour Standards Act, 1969. Now contained within one Act are provisions governing paid annual vacations, hours of work, weekly rest day, minimum wages, public holidays, notice of termination of employment, wage payment and wage collection, equal pay and a weekly half-holiday in shops. The Act, and the new regulations made under it (for the most part, a consolidation of earlier regulations), went into force on August 1.

The standards set by the Act are declared to apply to the Crown. The regulations require, however, that the provisions dealing with annual vacations, hours of work and employees' wages do not apply to employees of the Crown or of Crown corporations. A three-year limit on prosecutions replaces the one-year limit provided for in most of the previous Acts.

Employees are given greater protection in the collection of wages due them. The Act states that an employee has priority over the claims or rights of all persons, including claims or rights of the Crown, for an amount of up to one month's wages. The Act contains a new procedure for the collection of wages, commonly referred to as third-party demand. In effect, it provides that, where an employer owes wages to his employee, the Minister may order a third party owing money to the employer to make payment to the deputy minister of all or part of the sum owing to the employer, and the deputy minister will use the money received to pay the employee's wages.

**The Ontario Employment Standards Act (an omnibus Act passed in 1968), and new regulations made under it, went into force on January 1, 1969. The general regulations under the Act listed the groups excluded from the Act as a whole, set out classes of employees excluded from the hours of work and overtime provisions, established new minimum wage rates, and reissued the rules concerning vacation stamp books for the construction industry.**

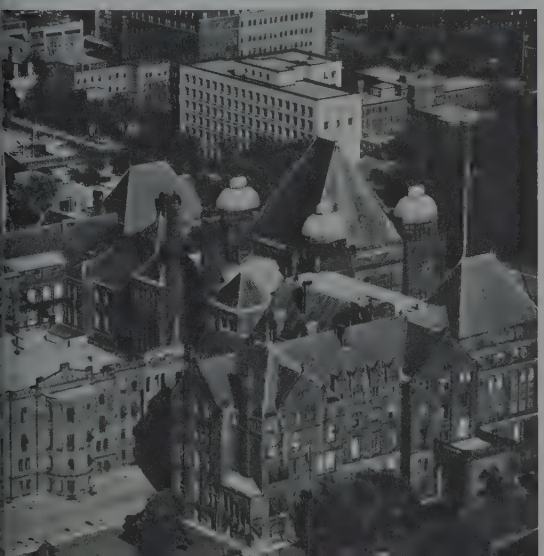
Special regulations were also issued permitting extended hours to be worked in some industries, up to a specified weekly maximum, before the overtime rate applies. Normally, one and one half times the regular rate must be paid for hours worked in excess of 48 in a week. The categories to which the Act does not apply (except for its equal pay, wage protection, and enforcement provisions) are: persons engaged in commercial fishing and farming, domestic servants, commission salesmen, secondary school students on a work-experience program, professional employees, and students of enumerated professions.

Of interest is the fact that, although the Act does not apply to general farming, a variety of horticultural, veterinarian and agricultural services are covered by the minimum wage and vacation with pay provisions of the Act. These are: persons engaged in the boarding and breeding of animals and the raising of fur-bearing animals; veterinary services; livestock registration; egg grading; flax processing; greenhouse and nursery operations; landscape gardening; mushroom growing; the growing of flowers for the retail and wholesale trade; silviculture; tree trimming and surgery; the growing, transporting and laying of sod; and the commercial dusting or spraying of hedges, lawns and trees, except orchards. Persons engaged in any of these occupations are, however, exempted from the hours of work and overtime provisions of the Act.

### Minimum Wages

**Several small but significant amendments were made to Minimum Wage Acts. New Brunswick extended the scope of its Act to include part-time employees (those employed four hours or less a day or 24 hours or less a week). Part-time employees had been excluded from the Act since 1964. Prince Edward Island amended the definition of "wages" within the meaning of its Minimum Wage Acts to exclude tips. Newfoundland substantially increased the fines for contravention of the Act.**

In consolidating its Minimum Wage Act with other labour standards laws to form the Labour Standards Act, Saskatchewan deleted the section setting out the criteria to be followed by the Minimum Wage Board in establishing the minimum wage. Only the Manitoba and Quebec Acts now contain any such criteria. In the past year, Ontario, Quebec, Nova Scotia, Prince Edward Island and Saskatechewan have increased their minimum wage rates.



The general minimum rate in Ontario was raised from $1 an hour to $1.30, which is now the highest general minimum in Canada. Learners' rates, payable during the first four months of employment, were increased from 90 cents an hour to $1.20. Lower rates no longer apply to seasonal workers in the fruit and vegetable processing industry. The minimum rate for workers in the hotel, restaurant and tourist industry was increased in two stages from $1 an hour to $1.15 on January 1 and to $1.30 on October 1. The corresponding learners' rates, payable during the first month of employment, were increased from 90 cents an hour to $1 and then to $1.15.

The new hourly rates, with former rates given in brackets, for workers in the construction industry and for certain other classes of employees are as follows: construction, $1.55 ($1.25); taxi drivers, $1.15 from January 1 and $1.30 from October 1 or 35 per cent of the proceeds, whichever is greater ($.75); ambulance drivers, $1.30 if hours worked are less than 48 a week; $62.40 a week if hours exceed 48 and no records are kept; delivery and shoeshine boys, etc., $.90 ($.60); students, $1 ($.80); $.90 ($.70) for first month of summer employment. The maximum deduction that may be made from the minimum wage for room and board was increased to $17 a week ($5 for room and $12 for meals), from $15.

**Québec revised all its minimum wage ordinances.** The rates set by General Ordinance No. 4 were increased by 20 cents an hour in Zone I (the Greater Montreal area) and by 15 cents an hour in Zone II (the rest of the province) on November 1, 1968. As a result, the minimum wage is now $1.25 in Zone I and $1.15 in Zone II. Employees on probation during their first 60 days of employment must be paid at least $1.15 and $1.05 an hour. Employees under 18 are to receive at least $1.05 in Zone I and 95 cents in Zone II.

Ordinances governing service establishments and hotel trade establishments were also revised, effective November 1, 1968. Three further ordinances, governing the shoe industry, forest operations and municipal and school corporations were replaced, effective June 1, 1969. Two new ordinances governing the woodworking industry and sawmills replaced a single ordinance on September 1, 1969. Minimum rates for employees in service establishments and hotel trade establishments were raised by 10 cents an hour. Hourly rates for employees of 18 and over, excluding employees on probation, are as follows: service establishments, $1.10 in Zone I and $1 in Zone II; hotel trade establishments, $1.05 in Zone I and $1 in Zone II. The coverage of the service establishments ordinance was extended to include delivery services, shoe repair and shoeshine services, and laundering, cleaning and pressing services.

Major changes were made in the ordinance governing the shoe industry, including a change to the same zone system as in other ordinances—i.e., two zones instead of three. A system of classification of jobs is now replaced by a system of classification of the qualifications of employees, and rates are fixed not for a particular job, but according to the skill of the employee. The new ordinance establishes hourly rates for five classes of skilled workers, and sets a minimum percentage of employees in an establishment that may be included in each class. Rates are also set for office workers and for probationary employees. Minimum rates, which formerly varied from 90 cents to $1.95, now vary between $1.15 and $2.10 (not including probationary employees).

Under the revised ordinance governing forest operations, piecework woodcutters are to receive $16 a day instead of $14; workers hired on contract, cooks, watchmen and fire rangers must be paid $13.50 a day, instead of $12.50 or $11.25 (depending on the category of worker). The minimum for all other forest workers was increased from $1.25 to $1.50 an hour.

Minimum wage rates for various categories of employees employed by municipal corporations and school boards were increased. These include employees under 18, watchmen with free lodgings, county corporation secretaries, attendance officers and secretary-treasurers. For employees other than those in the above-mentioned categories, the new rate is $1.40 an hour (increased from $1). The rate for workers under 18 is now $1.25 an hour, instead of 80 cents.

The minimum wage for workers over 18 in larger sawmills is $1.40 an hour. The rates for employees in the woodworking industry are the same as the general rates: $1.25 an hour in Zone I and $1.15 in Zone II for employees over 18.

**In Nova Scotia, the general minimum rates were increased by 10 cents an hour, beauty parlour employees' rates were raised by 15 cents, and an increase of five cents (to $1.15) was provided for workers in logging and forest operations.** The hourly rates set by the general order for workers 18 years of age and over are $1.25 in Zone I and $1.15 in Zone II for men, and $1 in Zone I and 90 cents in Zone II for women. The rates for underage workers between 14 and 18 years of age are $1.05 in Zone I and 90 cents in Zone II for boys, and 80 cents in Zone I and 65 cents in Zone II for girls.

Zone I consists of Halifax-Dartmouth, Sydney, New Glasgow, Truro, Amherst, Yarmouth and surrounding areas. Zone II takes in the rest of Nova Scotia. Automobile salesmen were excluded from coverage of the general order.

**Prince Edward Island increased the minimum rates for men, effective September 1, 1969.** For workers of 18 and over. the minimum rate is raised from $1.10 to $1.25

an hour. The new rate for potato warehousemen is $1 an hour, an increase of 15 cents. The rates set for food processing employees take effect in two stages. They are to receive $1 an hour from September 1, and $1.10 an hour from January 1, 1970. Their former rate was 90 cents.

Inexperienced employees may be paid five cents less than the minimum rate for the first 30 days of employment. Previously, the minimum rate for employees other than seasonal and casual ones became effective 60 days from the date of hiring. A minimum rate was established for students who work not less than 28 hours a week or who work full time during vacations from school. They must be paid at least $1 an hour.

The order applicable to women workers introduced in Prince Edward Island in 1968 was amended during the year. As a result, workers employed in the restaurant and tourist accommodation industries during the period June 15 to September 15 are not entitled to overtime pay (one and one half times the minimum rate after 48 hours or normal hours, if less). Further, employees engaged in seasonal harvesting and processing are now entitled to overtime pay after 60 hours, rather than 54. Employers engaged in the latter operations for a period not exceeding five weeks are exempted from the requirement to pay overtime rates.

**The new minimum wage rates in Saskatchewan, which went into effect on October 1, 1969, are $1.25 an hour in 10 cities and $1.15 in the rest of the province.** The rates for workers under 17 are $1.10 and $1.05. These represent an increase of 20 cents an hour for workers 17 years of age and over, and 15 cents an hour for younger workers. Special rates are no longer set for janitors and caretakers in residential buildings.

The British Columbia order requiring the employer to be responsible for the cost and upkeep of uniforms was amended to exclude from its application employees covered by a collective agreement under the Labour Relations Act.

**The Northwest Territories issued Labour Standards Regulations under the Labour Standards Ordinance, effective July 9, 1969.** Under these regulations, payment of call-in pay equivalent to four hours pay at an employee's regular rate is required. The maximum deductions for board and lodging are to be 50 cents a meal and 60 cents a day for lodging. An employee's wages must not be reduced below the minimum wage for meals supplied, for uniforms or for accidental breakages.

### Hours of Work

Under Part I of the Canada Labour (Standards) Code, several orders have been made. One applies to truck drivers employed by mail contractors of the Canada Post Office, and it contains standards similar to those set for highway drivers in the trucking industry. This order covers the period from September 11, 1968 to June 30, 1971.

The Newfoundland Shipping Hours of Work Extension Order, which provides for a progressive reduction of hours of work to reach Code standards by December 31, 1973 was amended. The effect of the amendment is to permit an undertaking operating out of Newfoundland to comply with Part I of the Code rather than with the order.

The Cape Breton Development Corporation Hours of Work Extension Order permits employees, for a limited period of time, to work hours in excess of those permitted by Part I.

**Regulations under the Fair Wages and Hours of Labour Act, which applies to federal government construction contracts, were amended to permit hours in excess of those permitted or authorized by the Act to be worked in case of emergency or unforseen and unpreventable circumstances seriously interfering with the ordinary execution of the work.** A provision to this effect, allowing daily or weekly hours to be exceeded in such circumstances, is to be included in every contract. Such excess hours are to be reported.

Under the Ontario Employment Standards Act, hours of work are limited to eight and 48, but there is provision in the Act for overtime permits. Overtime pay of time and one half the regular rate must be paid for work in excess of 48 hours in a week. Averaging of hours for computation of overtime is permitted.

The construction industry is exempted from hours of work limits. Two sectors of the industry—sewer and water main construction and road building—have been given special overtime exemptions. In other sectors of the industry, overtime is payable after 48 hours in a week. Municipal policemen and firemen are also excluded from hours of work limits, but are entitled to overtime pay after 48 hours. Taxi drivers, ambulance drivers and their helpers are not entitled to overtime pay.

In a number of other industries, because of the nature of their operations or the seasonal nature of the work, time and one half the regular rate must be paid after weekly hours of 50, 55 or 60, as the case may be.

Under special regulations, overtime pay is to be paid as follows: highway transport industry, after 60 hours; local cartage industry, after 55 hours; road building industry, after 55 or 50 hours, depending on the class of work; sewer and water main construction, after 50 hours; hotel, motel, tourist resort, restaurant and tavern industry (seasonal employees), after 55 hours; and fruit and vegetable processing industry (seasonal employees), after 60 hours. Seasonal employees are defined as those who do not work more than 16 weeks in a year.

Employers in the logging industry were exempted from the requirement to pay overtime rate after 48 hours for the period January 1 to March 31, 1969.

**The Québec Industrial and Commercial Establishments Act was amended to reduce the limits on working hours of women and boys under 18.** For these employees, the Act now sets limits of nine hours in a day and 50 hours in a week for work in factories, instead of the previous 10 and 55 hours, and a maximum of 54 hours in a week in shops, in place of the former maximum of 60 hours. The number of weeks during which an extension of working hours may be authorized by the chief inspector was increased from six to eight, but the maximum hours permitted were reduced from 65 to 55 in a week. Changes were also made in the hours at which the working day begins and ends.

### Night Work for Women

**As a result of an amendment to the Québec Industrial and Commercial Establishments Act, women are now permitted to work on the night shift, subject to certain conditions. Previously, women were not allowed to work after midnight.**

The Minister of Labour and Manpower is authorized to grant a permit allowing women 18 and over to work on the third shift in an industrial establishment, if he is satisfied that the nature of production, market conditions and other special circumstances require it. Before ruling on an application for a permit, the Minister must request the opinion of the certified trade union.

Hours of work on the third shift may not exceed eight, and work must not begin before 11 p.m. or after midnight. A meal break of at least 30 minutes must be allowed around the middle of the shift, and two rest periods of 10 minutes each in the intervals before and after the meal period. Wage rates for the night shift must not be less than those for the two other shifts, and, if premium pay is given for night work, it must be paid to the women employees on the shift. The employer must ensure the safety of women who leave work before 7 a.m. by providing them with safe and convenient transportation to their homes at his expense.

Some further conditions were laid down by regulations. At least one female supervisor, nurse or first-aid attendant must be present on the night shift, and there must be at least two women in addition to the female supervisor in each workroom or workshop. A permit may not be issued for a period longer than a year. The permit may be revoked without notice for breach of any of the conditions under which it was issued.

**No other jurisdiction has similar legislation regulating night work for women, but in four provinces (Alberta, Manitoba, Ontario and Saskatchewan) employers are required, subject to the terms of the legislation, to provide free transportation to or from their homes for women workers whose work begins or ends during the night** (between midnight and 6 a.m.—except in Saskatchewan, where the hours specified are 12:30 a.m. to 7 a.m.).

### Vacations with Pay

The Newfoundland Annual Vacations with Pay Act, 1969, to be proclaimed in force, requires an employer to grant an employee a vacation of at least two weeks after every completed year of employment. Vacation pay is 4 per cent of total wages for the year. In order to be entitled to the vacation, an employee must have worked for the same employer for at least 90 per cent of the regular working hours in any continuous 12-month period. The vacation must be granted within 10 months after it is earned, and must be taken in periods of at least a week. When a special holiday occurs during a vacation, the vacation must be extended by one day.

Persons covered by a collective agreement will not start accumulating an entitlement to a vacation under the Act until the existing agreement expires. Where employment is terminated before an earned vacation is taken, the employee must be paid the vacation pay to which he is entitled. Where employment is terminated during a year before an employee becomes entitled to

a vacation, he must be given 4 per cent of his total wages for the hours worked. Vacation pay must be paid not later than a week after termination of employment. Where employment is terminated, an employee must not be permitted to take any part of an annual vacation to which he is entitled during the period of notice, nor is vacation pay to be paid as wages during this period.

Where an employer is convicted of failure to pay vacation pay, the magistrate must order the payment of the amount due, in addition to any other penalty. If the magistrate is satisfied, upon complaint by an employer, that an employee has engaged in other paid employment during his vacation, he must order the return of vacation pay to the employer or authorize the employer to deduct it from wages.

**Manitoba amended its Vacations with Pay Act to require an employer to give an employee at least 15 days notice of the date on which his vacation is to begin, unless the employer and employee agree to a shorter period.** Another amendment requires the payment of vacation pay equal to 4 per cent of regular wages to workers who do not qualify for a vacation because of intermittent service during a year.

Québec revised its Vacations with Pay Order, effective January 1, 1969. The annual vacation entitlement was increased from one to two weeks (after a year's service), and vacation pay raised from 2 to 4 per cent of the employee's earnings during the year.

Loggers in Québec with one year of service with the same employer are now entitled to a two weeks vacation with pay at the rate of 4 per cent of earnings, provided that they have worked at least 175 days during the year. On termination of employment, workers with less than a year's service must be paid 2 per cent of their wages as vacation pay.

The Northwest Territories Vacation Regulations, which were issued under the Labour Standards Ordinance, to become effective from July 2, 1968, established a procedure for the waiving and postponing of annual vacations.

**The Ontario Department of Labour has announced that the stamp book system used for construction workers will be phased out between January 1, 1970 and June 30, 1970.**

### Weekly Rest

The Newfoundland Weekly Day of Rest Act, 1969, to be proclaimed in force, requires employers to grant employees a rest period of at least 24 consecutive hours in every seven days, wherever possible on Sunday.

A system of temporary exemption permits has been established. The Minister may, on application, grant a permit exempting an employer from compliance with the Act in case of accident, abnormal pressure of work, or danger of loss of perishables. Where a permit is issued, an employee accumulates a period of holidays equivalent to the missed rest periods.

In the most recent revisions of minimum wage ordinances in Québec, the weekly rest clause, which formerly provided for a weekly rest of 24 consecutive hours or two periods of 18 consecutive hours each, was amended to delete the reference to two rest periods of 18 consecutive hours each.

### Notice of Termination of Employment

**The Newfoundland Employment (Notice of Termination) Act, 1969, to be proclaimed in force, requires employers and employees to give notice of termination of employment.** Where an employee is paid once a month or more frequently, the notice period is one regular pay period. Where the employee is paid less frequently, reasonable notice must be given. In lieu of notice, an employer may pay an employee the wages, exclusive of overtime, that he would have earned during the notice period.

The requirements of the Act do not apply where a different period of notice is established in a collective agreement, in a written agreement of employment between an employer and employee if the notice period is of equal length for both parties, or by a well-established general custom or practice in an industry.

Where an employer is convicted of failure to give notice, the magistrate must order him to pay the employee an amount covering the wages lost by reason of failure to give notice. Where an employee is convicted of the same offence, the magistrate may order him to pay the employer all or any part of the normal wages he would have earned, had he not left without notice.

### Minimum Age for Employment

**Québec raised the minimum age for employment to 16. The previous minimum was 14, or 16 if the child could not read or write fluently and easily.** Students 15 years of age may work during school vacations if they have obtained a permit from an inspector under the Industrial and Commercial Establishments Act. The limitation on age does not apply in family undertakings or to domestic or farm servants. Children under 16 may continue to sell newspapers or to carry on business on the streets and in public places if they can read and write well. Such activities are forbidden after 8 p.m.

### Equal Pay

In the past year, Newfoundland adopted a Human Rights Code that contains equal pay provisions; British Columbia enacted a Human Rights Act that incorporates existing equal pay provisions with amendments; Saskatchewan, like Alberta and Ontario, incorporated its equal pay provisions in a labour code; and Nova Scotia once again set out equal pay provisions in a separate act, with some changes.

**Like the New Brunswick and Ontario laws, the Newfoundland Human Rights Code requires a female employee to be paid at the same rate of pay as a male employee for the same work done in the same establishment.** British Columbia has changed this requirement to read "the same work or substantially the same work done in the same establishment," thus giving women workers somewhat greater protection against pay discrimination. The Nova Scotia Act continues to refer to "substantially the same work" and the Saskatchewan Act to "work of comparable character."

The Newfoundland Act makes it clear that a difference in wage rates based on a factor other than sex that would normally justify such difference does not constitute a failure to comply with the Act. Nova Scotia has amended this provision to require the employer to establish that such a factor justifies a different rate of pay.

Enforcement procedures in British Columbia and Newfoundland may be invoked by complaint of the person concerned. In Nova Scotia, although the Act continues to operate through a complaint process, the Director may also institute an inquiry if he has reasonable grounds for believing that a complaint exists.

In British Columbia, if a complaint is not settled at the inquiry level, the matter is now to be referred to the permanent Human Rights Commission. This Commission is given the authority to make final orders usually made by the Minister. The order may include a requirement to pay the wages owing.

In Newfoundland, an order of the Minister may be appealed to the courts. In Saskatchewan, the consent of the Minister is no longer needed for prosecutions. The British Columbia, Nova Scotia and Newfoundland Acts include clauses protecting an employee against reprisal for having participated in proceedings under the Act. The Newfoundland Act applies to the Crown.

### Human Rights

**During the year, significant enactments have been adopted in the field of human rights. The Nova Scotia legislation was revised, making it the most comprehensive in this field in Canada.** The Act contains such new features as prohibitions against discrimination in the membership of professional, business and trade associations, and in volunteer organizations providing public services. The existing Human Rights Commission was given responsibility for administration of the Act.

British Columbia consolidated its Equal Pay, Fair Employment Practices and Public Accommodation Practices Acts into a Human Rights Act. In the process, the scope of existing provisions has been enlarged, and the areas in which discrimination is prohibited have been expanded. A Human Rights Commission has been appointed to assist in the enforcement of the Act.

Newfoundland enacted its first anti-discrimination legislation, a human rights code dealing with accommodation, employment, equal pay and discriminatory publications. In addition, several provinces have amended their codes or incorporated anti-discrimination clauses in other Acts. An ombudsman Act has been passed in Quebec.

### Nova Scotia

The Nova Scotia Human Rights Act now applies to the Crown. British Columbia is the only province in which the Act does not do so. The employment section applies to most non-profit organizations. Only non-profit organizations operated primarily to foster the welfare of a

religious or ethnic group are still excluded. All other provinces except Ontario exclude non-profit organizations. Domestic servants are excluded only if they are employed and live in a single-family home.

Significant changes were made in the sections dealing with fair accommodation practices. Discrimination is forbidden in the manner in which public accommodation, services and facilities are provided, or in the renting of any commercial unit, self-contained dwelling unit, or accommodation in a housing unit used exclusively to provide rental accommodation. Previously, the rental section applied only to buildings with more than four apartments. Discrimination is also prohibited in the sale of property or of an interest in property, including the terms and conditions of sale. Restrictive provisions in documents transferring an interest in property are declared void. British Columbia is the only other province that has legislated regarding the sale of property.

**Employment agencies are fobidden to accept discriminatory inquiries from employers and job-seekers. Previously, employers were forbidden to use agencies that practised discrimination.** Discrimination is forbidden also in the membership of professional, business or trade associations where such associations control admission to or the practice of any occupation or calling, or admission to any business or trade.

Volunteer groups carrying out public functions, such as fire protection and hospital services, are forbidden to discriminate against applicants. The provisions of regulations made under Acts that appear to restrict the rights of persons on any of the prohibited grounds are declared void and of no legal effect.

The existing Human Rights Commission is continued, and has been given responsibility for the administration and enforcement of the Act, in addition to the research and advisory role it already performed. It may approve programs designed to promote the welfare of any class of individuals, and such programs are then not to be considered discriminatory.

An informal investigation may now be made not only on complaint, but also where the Commission has reasonable grounds for believing that a complaint exists. If the complaint is not settled at the informal investigation stage, the Commission must report to the Minister. The latter is now required to appoint a board of inquiry, unless the Governor in Council orders otherwise. The board must hold a public hearing. If the matter is settled at the board inquiry, the terms of settlement must be reported to the Commission.

In any prosecution under the Act, it is to be sufficient for a conviction if a "reasonable preponderance" of the evidence supports the charge.

### British Columbia

**The British Columbia Human Rights Act removed the exemption for employers of fewer than five employees. Only Manitoba and Quebec and the federal Act still have such an exemption. Two prohititions have been added in the employment field. Sex discrimination is forbidden in employment, or in the terms and conditions of employment, and in trade union membership.** Sex discrimination in employment based on a bona fide occupational qualification is not, however, a violation of the Act. Discrimination by an employer or trade union against a complainant or witness in proceedings under the Act is also prohibited.

In the public accommodation section, denial of services or facilities, or discrimination with respect to the services provided is forbidden because of the race, religion, colour, nationality, ancestry or place of origin of the persons concerned. The prohibition has been broadened by the addition of the words "or of any other person or class of persons."

The addition of this phrase would appear to prohibit discrimination based on family relationship or association with members of minority groups. A similar prohibition is found in Ontario in regard to public accommodation, and in Prince Edward Island and Newfoundland in regard to rental practices. Alberta now includes such a prohibition with regard to public accommodation, rental practices and employment.

The Act introduces a prohibition against discrimination in the renting, ownership or sale of commercial units or of self-contained dwelling units, including the terms and conditions of occupancy or sale. **It authorizes the making of regulations requiring contracts let by the provincial Government, a municipality, board of school trustees or board of management of a hospital to contain anti-discrimination provisions.**

The Act establishes also a permanent Human Rights Commission, which must have both male and female members. The Commission as appointed has the same membership as the Board of Industrial Relations. If a complaint is not settled at the informal inquiry level, the director may refer the matter to the Commission. The Commission may dismiss a complaint at any stage of the proceedings if, in its opinion, it is without merit. If it decides that the Act has been contravened, it must issue an order requiring remedial action. The order may direct the employer to employ or re-employ a person and pay him lost wages or direct a trade union to admit a person as member or reinstate a member. Such an order is final. The deadline for complaints and prosecutions is 6 months. The consent of the Minister is no longer needed for prosecution.

### Newfoundland

The Newfoundland Human Rights Act is an extensive code dealing with: public accommodation; rental practices; employment, including trade union membership, employment agencies, application forms, advertisements and inquiries related to employment; publications, signs and broadcasting; and equal pay. Discrimination is prohibited on the usual grounds of race, religion, religious creed, colour or ethnic or national origin, with the addition of political opinion and social origin. In employment and trade union membership, discrimination is also prohibited because of sex, and because of age in cases where the worker is between 45 and 65. British Columbia and Quebec are the only other provinces to include sex, and British Columbia and Ontario the only other provinces to include age.

The denominational education system of the province, and legislation and agreements giving preference to Newfoundland labour, material and equipment are not to be affected by the Act.

The enforcement procedures are similar to those provided for under most other such legislation. An avenue of appeal to the courts is, however, provided from the Minister's order.

### Alberta

**Alberta amended its Human Rights Act to prohibit discrimination in the renting of apartments in buildings having three or more units. Discrimination is prohibited because of the race, religious beliefs, colour, ancestry or place of origin of the person or class of persons renting the apartment, or of any other person or class of persons.**

### New Brunswick

New Brunswick has added to the list of prohibited practices discrimination in the renting of any dwelling unit, including the terms and conditions of occupancy.

In order to obtain certification under the New Brunswick Public Service Labour Relations Act, an employee association must not discriminate in membership because of sex, race, national origin, colour or religion. The Civil Service Act prohibits discrimination by the Civil Service Commission on the same grounds in prescribing selection standards.

### Québec

The Québec Manpower Vocational Training and Qualification Act forbids discrimination based on race, sex, religion, national extraction or ethnic origin in selecting candidates for apprenticeship or vocational training, in carrying out such training programs, or in examinations for certificates of qualification. A distinction, exclusion or preference based on the requirements of a particular job does not constitute discrimination.

### Ontario

An amendment to the Ontario Human Rights Code narrowed the usual exemption allowed for non-profit organizations. The prohibition against discrimination in employment now applies to exclusively religious, philanthropic, educational, fraternal or social organizations and to organizations operated primarily to foster the welfare of a religious or ethnic group except where race, colour, creed, nationality, ancestry or place of origin is a reasonable occupational qualification. **A section was added providing protection against reprisal for complainants and persons otherwise participating in proceedings under the Act. Both Ontario and Nova Scotia increased the fines payable for contravention of their human rights codes.**

(Parts 2 and 3 of this article "Industrial Training and Apprenticeship" and "Industrial Safety" will appear in the January issue of The Labour Gazette.)

# General Topics

## Wage Schedules — August

**During August, the Department of Labour prepared 292 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations** in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 239 contracts in these categories were awarded. In addition, 254 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Post Office, Public Works, Supply and Services, and Transport. A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in August for the manufacture of supplies and equipment were:

| Department | No. of Contracts | Aggregate Amount |
|---|---|---|
| Defence Construction (1951) Limited | 1 | $78,000.00 |
| Post Office | 5 | 307,463.18 |
| RCMP | 7 | 520,573.50 |
| Supply and Services | 97 | 1,450,482.00 |

**During August, the sum of $2,307.05 was collected from seven contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract.** This amount is for distribution to the 33 workers concerned.

## Unemployment Insurance Fund

**During August, 1969, 21,280 investigations were completed across Canada. Of these, 13,390 were on-premises investigations, 2,044 were selective investigations and 93 were random sample investigations of claims to verify the fulfilment of statutory conditions.** The remaining 373 formal investigations and 5,380 postaudit investigations were in connection with claimants suspected of making false statements to obtain benefits. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,538.

Prosecutions were recommended in 147 cases, 146 against claimants and one against an employer. This does not include employer prosecutions begun by the Revenue Branch.

**Revenue received by the Unemployment Insurance Fund in August totalled $52,517,666.11 compared with $52,073,835.70 in July and $45,175,439.55 in August 1968. Benefits paid in August totalled $27,745,071.74 compared with $24,787,401.53 in July and $26,201,971.59 in August 1968.** The balance in the Fund on August 31, 1969 was $438,549,532.90 compared with $413,776,938.53 at the end of July and $309,632,417.65 on August 31, 1968.

# Employment Review For September

**There was a substantial decrease in employment between August and September, owing to the withdrawal of students from the labour force to return to school.** Total employment at 7,847,000 was 324,000 lower than in August. Unemployment decreased by 39,000 to 279,000, and the labour force, at 8,126,000, was 363,000 lower than in August. Compared with a year earlier, the labour force increased by 155,000 (1.9 per cent); employment increased by 138,000 (1.8 per cent) and unemployment was 17,000 higher.

The drop in the labour force was mainly among persons 14-19 years of age, 319,000. There was a decrease of 110,000 in the 20-24 group, a larger decline than in any previous year. Among persons 25 years of age and over, there was an increase of 66,000.

### Employment

**The 324,000 decline in employment between August and September was the result of a decrease of 408,000 among persons 14-24 years of age, and an increase of 84,000 among persons 25 years of age and over.** With the exception of community, business and personal service, in which there was a small increase (21,000), all industries showed a decrease in employment between August and September. Farm employment dropped by 55,000. Among non-farm industries, the largest decreases were: manufacturing, 88,000; trade, 60,000; public administration, 52,000; construction, 27,000; and transportation, communication and other utilities, 23,000. Compared with a year ago, the largest increase in employment occurred in community, business and personal service, 59,000; finance, insurance and real estate, 45,000; trade, 22,000; and transportation, communication and other utilities, 20,000. Employment in public administration declined by 11,000. There was a decrease of 24,000 in farm employment.

Regionally, the largest relative increase in employment over the year took place in British Columbia, 6.3 per cent. This compares with gains of 2.6 per cent in Ontario, and 1.4 per cent in the Prairies. Employment in Quebec and the Atlantic region remained virtually unchanged from last year.

### Unemployment

**The number of unemployed persons, 279,000, was 39,000 lower than in August.** Of this number, 17,000 was attributable to teen-agers. Compared with a year ago, the total number of unemployed increased by 17,000. Unemployment in Quebec rose by 25,000. In other regions unemployment levels showed little change.

Of the total unemployed in September this year, 102,000, or 36 per cent, had been unemployed for less than one month, 36 per cent for one to three months, and 28 per cent for four months or more. Unemployment in September 1969 represented 3.4 per cent of the labour force, compared with 3.3 per cent in September 1968, and 2.8 per cent in September 1967. The seasonally adjusted unemployment rate in September 1969 was 5.0 per cent.

# U.S. Employment Review

**The United States civilian labour force in August was 82,516,000. Unemployment was 2,900,000 compared with 3,200,000 in July.** The seasonally adjusted rate of unemployment was 3.5 per cent compared with 3.6 per cent in July. In August the actual rate of unemployment was 3.48 per cent.

# Readers Please Note!

When ordering publications listed on the inside back cover of The Labour Gazette, please do not send your remittance to the Department of Labour, as this leads to a lot of unnecessary, and therefore expensive, bookkeeping. Cheques and post office money orders should be made payable to the Receiver General of Canada, but should be addressed to The Queen's Printer, c/o Superintendent of Government Publications, Ottawa.

# December Credits

Readers of the following regular monthly features will find it interesting to note that:

Ergonomics: Man and His Work, p. 716, was submitted by the Manpower Utilization Branch of the Department of Manpower and Immigration, and is reprinted from ILO Panorama, May-June 1969.

Unemployment Insurance Report, p. 752, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification Before the CLRB, p. 756, originates with the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation Before the Minister of Labour, p. 754, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

(Note: The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulation, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: 1. Conciliation and Other Proceedings Before the Minister of Labour; and 2. Certification and Other Proceedings Before the Canada Labour Relations Board.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Atlantic Provinces. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.)

**Photos**

Cover: Province of Quebec Film Bureau. Public Archives: p. 712. ILO: p. 717, 718, 719, 720, 721, 722. NFB: p. 724, 725, 727, 733, 737, 738, 741, 742. Murray MacGowan, p. 759.

# Technical Notes To "E" Tables

Under the Unemployment Insurance Act, contact between the claimant and the Unemployment Insurance Commission is achieved by means of a network of local offices. Tables E-2 to E-4 relate to local office operations, though Table E-3 includes data on regional office processing.

Upon separation from employment, a person wishing to file a claim for benefit applies either in person or by mail to the nearest local office of the Commission. The claim will be either an "initial" or a "renewal" depending upon whether or not it is necessary to compute benefit rights. On an initial claim, the claimant's benefit entitlement is calculated, and this will be available for compensation of spells of proved unemployment during a period of one year,* unless used up prior to that time. When a claimant misses two successive scheduled reporting dates and subsequently files a claim, a renewal claim will serve to re-activate the claim, provided that there is still benefit available.

The total of initial and renewal claims (Table E-3) thus approximates the number of recorded separations from employment during a month. However, to the extent that an initial claim is taken from a person who has just exhausted benefit and seeks re-establishment of credits, the total would constitute an overstatement of the new cases of recorded unemployment. Claims in the category "entitled to benefit" include initial claims on which the contribution requirements were fulfilled and no disqualification was imposed, and renewal claims allowed, with no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and in addition, disqualifications imposed on either initial or renewal claims. Claims not completely processed at the end of the month are shown as "pending."

Claimants are required to report every two weeks by mail to the local office. Information on the number of claimants currently reporting to local offices is obtained by a count of individual unemployment registers in the currently active file at the month-end (Table E-2). Once a claim is taken, the document on which the record of activity is maintained (the unemployment register) is placed in the active file, and it becomes dormant only after the scheduled reporting pattern has been broken twice in succession or the claimant finds work. The count of weeks on claim represents the number of weeks of proved unemployment since the most recent separation from employment. When a new unemployment register is prepared, because the previous claim has terminated and a new entitlement has been computed, the number of weeks is calculated from the date of actual separation from employment. Information on the number of weeks on claim is based on examination of a 10-per-cent sample of unemployment registers.

Payment data are provided by Treasury Offices of the Unemployment Insurance Commission and relate to transactions during a month. In some cases, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks.

Estimates of the insured population (Table E-1) are based on an estimate of persons either working in insured employment or on claim at June 1 each year. Monthly estimates of insured employment are projected from the June 1 figure, using employment indexes, for individual industry divisions as published in Employment and Average Weekly Wages and Salaries (Employment Section, Labour Division, DBS) (DBS Cat. No. 72-002). The number of claimants recorded at the month-end, as described above, is added to provide the total estimate.

* Under the Training Allowances Act—1966, the benefit period of an insured person may be extended if he (or she) is in receipt of a training allowance. The benefit period is extended by the amount of time the person is undergoing training, but in no event can the benefit period extend beyond 156 weeks.

# Price Indexes

### Consumer, September 1969

**The consumer price index (1961 = 100) declined 0.2 per cent to 126.6 in September from 126.9 in August, the first monthly decline since October 1967. The current index is 4.5 per cent above the September 1968 level of 121.1.** The overall decline was attributable to a larger than normal seasonal drop of 1.6 per cent in food prices.

The food index dropped 1.6 per cent to 128.5 from 130.6, but was 4.1 per cent higher than the September 1968 level of 123.4. Seasonal declines in fresh fruit and vegetable prices and a further 2 per cent decrease in beef prices, contributed to the downward movement.

Produce items that declined in price, 20 per cent or more since the preceding month included: potatoes, carrots, cabbage, tomatoes and celery. Beef prices fell for the third consecutive month to a level 8 per cent below their June peak. Pork, poultry and fish prices rose 1 per cent or more. Among staple food items, milk, bread, butter and eggs registered marginal increases, and sugar declined by more than 5 per cent. Although flour declined in price in September, biscuits and cracker prices rose about 1 per cent.

The housing index increase of 0.2 per cent (125.7 from 125.4) was entirely due to higher shelter costs. It was 4.9 per cent above the September 1968 level of 119.8.

The clothing index rose 0.2 per cent to 125.2 from 125.0, and was 3.3 per cent higher than a year earlier. Many items of men's wear, children's wear and footwear increased in price reflecting the introduction of new lines, but sales of women's cotton dresses and material reduced the price level of women's wear and piece goods. Because of higher shoe repair and dry cleaning charges, clothing services increased in price.

The transportation index advanced 0.3 per cent to 120.9 from 120.5, and was 4.8 per cent above the September 1968 level of 115.4. Higher gasoline prices in a number of Ontario cities, combined with generally higher auto parts and repair prices, increased automobile operation costs by 0.4 per cent. Local transportation costs also rose 0.4 per cent because of higher taxi fares in Toronto and increased bus fares in some other Ontario cities.

**The health and personal care index rose 0.6 per cent to 135.0 from 134.2 and was 5.1 per cent above the September 1968 level of 128.5.** Men's and women's hairdressing prices advanced in a number of major cities, as did the prices of toilet soap and other items of personal care supplies.

The recreation and reading index increased 0.3 per cent to 128.0 from 127.6, and was 5.8 per cent higher than the September 1968 index of 121.0. Increased prices for magazine subscriptions, television repairs and bicycles, accounted for this increase.

The tobacco and alcohol index remained unchanged from the August level of 126.4 and was 4.2 per cent higher than the September 1968 level of 121.3.

### Wholesale, August 1969

**The general wholesale index declined 0.1 per cent in August to 282.4 from the July index of 282.7, and was 4.6 per cent higher than the August 1968 index of 270.0. Two of the eight major group indexes were lower and six advanced.**

The animal products group index moved down 1.3 per cent to 328.8 from 333.1 on lower prices for livestock and fresh meats. In the vegetable products group index a decrease of 0.8 per cent to 237.1 from 239.0 reflected lower prices for sugar and its products, grains, tea, coffee and cocoa.

The non-ferrous metals products group index rose 2.0 per cent to 264.0 from 258.8 on higher prices for copper and its products, silver, and tin. Price increases for soaps and detergents and tanning materials resulted in an advance of 0.7 per cent to 220.8 from 219.2 in the chemical products group index. An increase of 0.4 per

cent in the non-metallic mineral products group index to 210.8 from 209.9 was attributable to higher prices for petroleum products. Increases of 0.2 per cent or less occurred in three major group indexes, wood products to 383.9 from 383.0, iron products to 285.2 from 285.0, and textile products to 256.9 from 256.8.

### City Consumer, September, 1969

**A substantial decline in food prices between August and September resulted in consumer price index decreases in Vancouver and six major eastern cities; an increase in food prices was the main factor in the rise of indexes for three Prairie city and city-combinations.** City "all-items" movements in September ranged from an increase of 0.6 per cent in Winnipeg to a decline of 0.2 per cent in Montreal. Housing indexes rose in all cities except Montreal where no change was registered. Clothing price increases in nine cities were associated with the introduction of fall and winter lines; a marginal decline in Toronto was ascribed to sales on a number of items. Indexes for transportation, health and personal care, and recreation and reading were registered in most cities; those for tobacco and alcohol remained unchanged across the country except in Saskatoon–Regina where a 0.2 per cent increase was recorded.

Regional consumer price index point changes between August and September were: Montreal -1.1 to 122.1; Vancouver -.6 to 119.5; Ottawa -.4 to 123.9; St. John's -.3 to 120.3; Toronto -.3 to 125.5; Halifax -.2 to 121.2; Saint John -.1 to 121.5; Saskatoon-Regina + .5 to 121.2; Edmonton-Calgary + .6 to 123.0; Winnipeg + .8 to 124.7.

### Farm Products

**The index of Canadian farm products at terminal markets (1935-39 = 100) declined 0.5 per cent to 271.4 from 272.9 in the three-week period August 29 to September 19.** The animal products index moved down 0.4 per cent to 360.2 from 361.6 and the field products index declined 0.8 per cent to 182.6 from 184.1.

### U.S. Consumer, August 1969

**The United States consumer price index (1957-59 = 100) rose 0.4 per cent to 128.7 in August, slightly less than the average monthly increase for the year to date. The advance in consumer prices was led by food and various services, including mortgage interest rates and medical care.**

The price of food, including restaurant meals, rose 0.6 per cent to 127.4. A large increase in egg prices dominated the food sector and beef prices declined for the first time in eight months.

Among other goods, cigarette prices increased, and there were also increases in alcoholic beverages, gasoline, some housekeeping supplies, footwear and men's and boy's clothing. Increases in the price of services—apart from mortgage interest and medical care—included property taxes, gas and electricity rates, home repairs, automobile insurance and repairs, and movie admissions. About 155,000 workers will receive automatic pay increases as a result of the August index.

### British Retail, July 1969

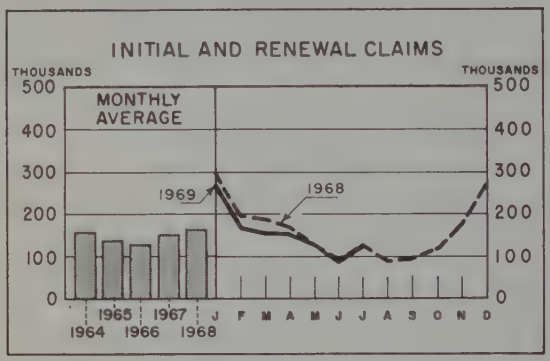
**The British index of retail prices (January 16, 1962 = 100) was 132.1 at July 22, the same figure as at June 17. At July 16, 1968, the index was 125.5.** The index for food items whose prices show significant seasonal variations—home-killed lamb, fresh and smoked fish, eggs, fresh vegetables and fresh fruit—was 138.3; for all other items of food it was 130.9.

Reductions in the average levels of prices of potatoes, tomatoes and fresh green vegetables, were partly offset by an increase in the average price of oranges. The index for foods that show significant seasonal variations declined by almost seven per cent to 138.3 compared with 148.4 in June. The index for the food group as a whole was 132.0 compared with 133.3 in June.

The index for the alcoholic drink group as a whole rose by .5 per cent to 136.2 compared with 135.6 in June, due to an increase in the price of beer. Because of rises in the average levels of prices of articles of soft furnishings, the index for the durable household goods group as whole rose to 118.5 compared with 117.9 in June.

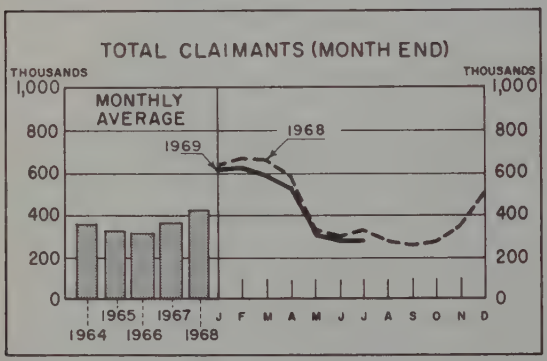
As a result of a decline in the average level of prices of second hand cars the index for the transport and vehicles group dropped to 124.3 compared with 124.6 in June. There were increases in the average levels of charges for a number of services. The index for the services group rose by .5 per cent to 142.4 compared with 141.7 in June. In the remaining four groups there was little change in the general level of prices.

# Unemployment Insurance Report For July

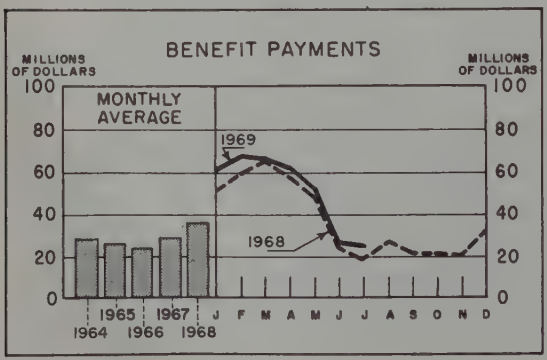



**At the end of July 1969, claimants for unemployment insurance benefit numbered 279,000. This represented virtually no change from the 277,000 recorded on June 30, but was 42,000 lower than the July 31, 1968 total of 321,000.**

Males accounted for two thirds of those coming on claim in July and still reporting at the month-end; however, they accounted for a smaller proportion, 56 per cent of those on continuous claim five weeks or longer. The heavy concentration of males among the recent claimants is due, in part, to the incidence of temporary layoffs, particularly among production employees in the automotive industry, and to annual holiday shut-downs.




**A total of 121,000 initial and renewal claims were filed in local offices across Canada during July compared with 91,000 in June and 124,000 one year ago.** More than 90 per cent of the cases were on behalf of persons separated from employment during the month; the balance of the claims were from persons terminating benefit and seeking re-establishment of credits.




**The average weekly number of beneficiaries during July was estimated at 156,000 in comparison with 208,000 in June and 148,000 one year ago. Benefit payments during the month totalled $24.8 million versus $26.5 million in June and $18.9 million in July 1968.** The average weekly benefit payment of $31.83 in July was unchanged from June but considerably higher than the July 1968 rate of $25.51. The year-over-year increase in benefit payments and average weekly benefit rate, is due to the higher benefit rates that became effective at the end of June 1968.

The number of persons claiming benefit was lower on July 31 than on June 30 in all provinces except Prince Edward Island (where there was a slight increase) and Ontario, which was higher by almost 17,000. The Ontario increase reflects the temporary layoffs and annual holiday shut-downs referred to above.

Saskatchewan and the Atlantic region (except Prince Edward Island) were the only provinces that did not report fewer claimants than on July 31, 1968. The bulk of the decline (40,000) occurred in Quebec, Ontario and British Columbia.

Increases over the June claim load were reported in all provinces except Newfoundland and British Columbia. The bulk of the increase was concentrated in Ontario.

Compared with July 1968 there were only minor changes in the volume of claims filed. Newfoundland reported a proportionately large increase in initial claims.

## Summary Table

| Activity | July 1969 | June 1969 | July 1968 | Cumulative Data: January to July 1969 | Cumulative Data: 12 months ending July 1969 |
|---|---|---|---|---|---|
| | | | (in thousands) | | |
| Insured population at end of month | — | 5,492 | 5,321 | — | — |
| Initial and renewal claims filed: | | | | | |
| Total | 121 | 91 | 124 | 1,087 | 1,832 |
| Initial | 85 | 67 | 85 | 837 | 1,379 |
| Renewal | 36 | 24 | 39 | 250 | 453 |
| Claimants currently reporting to local offices | 279 | 277 | 321 | 461* | 404* |
| Beneficiaries (weekly average) | 156 | 208 | 148 | 392* | 310* |
| Weeks compensated | 779 | 833 | 739 | 11,523 | 15,916 |
| Benefit paid | 24,787 | 26,496 | 18,858 | 361,097 | 480,326 |
| Average weekly benefit | $31.83 | $31.83 | $25.51 | $31.34 | $30.18 |

* Monthly average.

# Conciliation Before the Minister of Labour

During September, the Minister of Labour appointed conciliation officers to deal with the following disputes:

CP Air (Commissary Attendants) Vancouver International Airport, and General Truck Drivers and Helpers, Local 31 (Conciliation Officer: D. S. Tysoe).

Richardson Transport Ltd., Calgary, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (Conciliation Officer: A. A. Franklin).

Atomic Energy of Canada Limited, Chalk River, Ont., and Office and Professional Employees International Union, Local 404 (Conciliation Officer: K. Hulse).

Radio Atlantic Limited (Radio Station CFNB), Fredericton, N.B., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. A. Ogden).

Monarch Transport Ltd., Edmonton, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (Conciliation Officer: A. A. Franklin).

Canadian Pacific Railway Company (British Columbia Lake & River Service) and Canadian Merchant Service Guild (Conciliation Officer: D. H. Cameron).

Agence Maritime Inc., Quebec, Que., and Canadian Marine Officers Union (Conciliation Officer: S. T. Payne).

### Settlements by Conciliation Officers

Allied Aviation Services Company of Newfoundland, Limited, and Lodge 927, International Association of Machinists and Aerospace Workers, and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Nov., p. 680) (Conciliation Officer: W. J. Gillies).

Maple Leaf Mills Limited, Calgary, Alta., and Canadian Food and Allied Workers, Local 1145 (L.G., Nov., p. 680) (Conciliation Officer: A. A. Franklin).

National Harbours Board, and Public Service Alliance of Canada (representing National Harbours Board Police Association—Port of Quebec) (L.G., Nov., p. 680) (Conciliation Officer: G. R. Doucet).

Eastern Provincial Airways (1963) Limited, Gander, Nfld., and the International Association of Machinists and Aerospace Workers (L.G., Nov., p. 680) (Conciliation Officer: W. J. Gillies).

Bunge of Canada Limited, Quebec, Que., and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Nov., p. 680) (Conciliation Officer: S. T. Payne).

Robert Transport Limitée, Rougemont, Que., and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (L.G., Sept., p. 532) (Conciliation Officer: S. T. Payne).

Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., and Brotherhood of Railroad Signalmen (L.G., May, p. 283) (Conciliation Officer: G. R. Doucet).

### Conciliation Boards Appointed

Canadian National Hotels Limited (Bessborough Hotel) Saskatoon, Sask., and Canadian Brotherhood of Railway, Transport and General Workers (L.G., Oct., p. 607).

Canadian National Hotels Limited (Fort Garry Hotel) Winnipeg, Man., and Canadian Brotherhood of Railway, Transport and General Workers (L.G., Nov., p. 680).

### Conciliation Boards Fully Constituted

The Board of Conciliation and Investigation established in July to deal with a dispute between Canadian National Railways (Borden-Cape Tormentine Ferry Service) and Canadian Merchant Service Guild (L.G., Oct., p. 608) was fully constituted in September with the appointment of Judge Nathan Green, Q.C., of Halifax, as chairman. Judge Green was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee A. William Cox, Q.C., and J. K. Bell, both of Halifax.

The Board of Conciliation and Investigation established in July to deal with a dispute between Atomic Energy of Canada Limited, Pinawa, Man., and Local 608, International Association of Machinists and Aerospace Workers, and Unit 2, Local 308, Service Employees' International Union (L.G., Oct., p. 608) was fully constituted in September with the appointment of W. Steward Martin, Q.C., of Winnipeg, as chairman. Mr. Martin was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee C. B. C. Scott, Toronto, and union nominee Andrew Andras, Ottawa.

### Strike Action

British Columbia Maritime Employers Association, Vancouver, and International Longshoremen's and Warehousemen's Union—Canadian Area (strike commenced September 25) (L.G., Oct., p. 609).

## Who Gets Caught In the Brain Drain?

■ **Canadians who study in the United States are most likely to get caught up in the "brain drain" according to a study produced for the Department of Manpower and Immigration.** The study, conducted by Peter Y. Comay, examines the reasons why Canadian professionals go south of the border, and what draws them back again. It was based on data gathered from the Department's Canadian Professional, Scientific, and Technical Survey, 1967, as well as from a special study of a sample of respondents. The special study covered 6,825 professionals, of whom 1,056 had emigrated to the U.S. at one time or other. Mr. Comay's study concludes that: higher wages in the U.S. than in Canada were less important than employment opportunities in causing emigration; Canadians who study in the U.S. are most apt to seek full-time employment in that country; and a degree from a U.S. university raised the probability of eventual migration by 23 per cent.

The study noted that close to 5 per cent of Canadian students enrolled in universities in 1966 were studying at U.S. institutions; at the graduate level, the total rose to approximately 30 per cent. Mr. Comay questions continued Canadian government support to graduate students in the United States, since he concluded that such assistance encourages settlement abroad. He suggests greater expansion of graduate programs at Canadian universities as one of the best ways to divert the emigrant talent flow.

In addition, Mr. Comay urges that better means of communication be established between students abroad and employers in Canada, that more labour market information be supplied to students abroad, and that consideration be given to providing other incentives to return in the form of financial assistance in travel costs, waiving of customs duties, and help in finding housing. The study represents Mr. Comay's doctoral thesis at Princeton University. He was assisted by a research grant from the Department of Manpower and Immigration.

# Certification Before The CLRB

The Canada Labour Relations Board met for one day during September. It granted six applications for certification, rejected two, and ordered one representation vote. It permitted the withdrawal of one application for certification and granted one application for revocation of certification. During the month, the Board received nine applications for certification, and ten requests for review under Sec. 61 (2).

### Applications for Certification Granted

Truckers, Cartagemen, Construction and Building Material Employees, Local No. 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Grimshaw Trucking & Distributing Ltd., Edmonton, Alta. (L. G., Aug., p. 473).

International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers, Lodge 359, on behalf of a unit of Quebec Structural Division employees in the Yukon Territory employed by Dominion Bridge Company, Limited, Montreal, Que. (L. G., Sept., p. 531).

Tunnel and Rock Workers' Local 168, Labourers' International Union of North America, on behalf of a unit of personnel in Yukon Territory employed by Midwest Drilling Company, Winnipeg, Man. (L. G., Oct., p. 612).

International Union of Operating Engineers, Local 115, on behalf of a unit of heavy equipment operators employed in the Yukon Territory by Nanaimo Bulldozing Co., Ltd., Vancouver, B.C. (L. G., Oct., p. 613).

Syndicat national des Employes du Transport postal (CSN), on behalf of a unit of employees of G. Lapalme Inc., Montreal, Que. (L. G., Oct., p. 613).

Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Hubert Cartage Inc., Ste-Thérèse, Que. (L. G., Oct. p. 613).

### Applications for Certification Rejected

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Rempel-Trail Transportation Ltd., Edmonton, Alta., respondent (employees at Dawson Creek, B. C.) (L. G., Oct., p. 612). The application was rejected for the reason that the proposed unit is not appropriate for collective bargaining.

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Rempel-Trail Transportation Ltd., Edmonton, Alta., respondent (employees at Burnaby, B. C.) (L. G., Oct., p. 612). The application was rejected for the reason that the proposed unit is not appropriate for collective bargaining.

### Representation Vote Ordered

Seafarers' International Union of Canada, applicant, and Orléans Navigation Inc., St. Laurent, Ile d'Orléans, Que., respondent (unlicensed personnel) and International Union of District 50, United Mine Workers of America, intervener (Returning Officer: G. R. Doucet) (L. G., Oct., p. 613).

### Application for Revocation Granted

The Board granted an application made by Robert Laflamme, et al., for revocation of an order issued on June 13, 1968 (L. G., Sept. 1968, p. 543) certifying the Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, as the bargaining agent of a unit of employees of Curry Moving and Warehousing Ltd., Ottawa, Ont. The application for decertification was unopposed.

### Application for Certification Withdrawn

Building Material, Construction and Fuel Truck Drivers' Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Jack Lepine, carrying on business under the name and style of Jack Pine Trucking, Dawson Creek, B.C. (employees in Yukon Territory).

### Applications for Certification Received

Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Messabec Limitée, Montreal, Que. (Investigating Officer: J. Coallier).

Overseas Communications Union, Local 272, CLC, on behalf of a unit of supervisors employed by Canadian Overseas Telecommunication Corporation, Montreal, Que. (Investigating Officer: J. Coallier).

International Union of Operating Engineers, Local 115, on behalf of a unit of employees in the Yukon Territory employed by Pacific Terex Ltd., Vancouver, B.C. (Investigating Officer: A. A. Franklin).

General Truck Drivers Union, Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Maroney's Express Limited, St. Catharines, Ont. (Investigating Officer: H. A. Fisher).

National Council of Canadian Labour, Local 214, on behalf of a unit of drivers employed by Queensway Tank Lines Ltd., Chesterville, Ont. (Investigating Officer: G. A. Plante).

Canadian Maritime Union on behalf of a unit of employees of Port Colborne Tug Co. (division of Marine Enterprises Ltd.), Port Colborne, Ont. (Investigating Officer: K. Hulse).

United Brotherhood of Carpenters and Joiners of America on behalf of a unit of carpenters and apprentices employed in the Yukon Territory by Byrnes & Hall Construction Company Limited, Edmonton, Alta. (Investigating Officer: A. A. Franklin).

Amalgamated Meat Cutters and Butcher Workmen of North America, on behalf of a unit of employees of Swift Canadian Company, Limited (Swifts Feed Division), Weston, Ont. (Investigating Officer: K. Hulse).

National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Baton Broadcasting Limited (CFTO-TV), Toronto, Ont. (Investigating Officer: K. Hulse).

### Requests for Review

The Board received ten requests for review under Section 61 (2) of the Act. Each was made by the Transportation-Communication Division of the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, and sought to have the Board substitute the present name of the said organization for the name by which it was certified as bargaining agent in earlier decisions issued by the Board. The requests for review, which stemmed from a merger of certain transportation and communications unions, involved units of employees on a number of railway lines, as follows:

Canadian Pacific Railway Company, Montreal, Que. (line and cable employees); Canadian Pacific Railway Company, Montreal, Que. (caretaker agents); Canadian Pacific Railway Company, Montreal, Que. (operators, dispatchers, agents); Canadian National Railways, Montreal, Que. (telecommunications line and cable employees); Canadian National Railways, Montreal, Que. (agents, operators, etc., mainland); Canadian National Railways, Montreal, Que. (agents, operators, etc., Newfoundland); Canadian Pacific Air Lines, Limited, Vancouver International Airport, B. C. (dispatchers, etc.); Northern Alberta Railways Company, Edmonton, Alta. (commercial telegraphers); Napierville Junction Railway Company, Montreal, Que. (agents, operators); and Ontario Northland Railway, North Bay, Ont. (dispatchers, operators, linemen, etc.).

# Decisions Of the Umpire

**CUB 2827. A plumber who was laid off because of a shortage of material, filed an application for benefit on June 23, but about 10 days later he filed another application to have his unemployment insurance claim antedated to June 16, stating that he was in a position to prove that he had fulfilled all the conditions necessary to be eligible for benefit.** The reason that he had not filed for benefit at an earlier date, he said, was because his employer told him that he might be recalled if the material came in to complete the job, and therefore he had waited until the end of the week of June 16 before mailing his claim. He added that he was not recalled by his employer and did not work for anyone during the week starting June 16.

The insurance officer notified the plumber that he was not entitled to have his claim for benefit antedated because he had not established a good reason for the delay in making the claim. In his appeal to the Board of Referees, the plumber stated that he had made several claims in the past and had always followed the same procedure. "I did, however, make one mistake in dating the day of filing my claim the 23rd when I filed it on the 22nd, the 23rd being a Sunday commencing a new week," he said. "I have explained already that I did not file my claim till the end of the week I was claiming, because I expected to be recalled to work. This did not materialize, however. I collected my unemployment book from my employer on June 21 and mailed it with my claim on June 22. I had been on claim three weeks prior to making this claim. I was used to sending in my claim on the first day of the following week I was claiming for. This is the only explanation I have for dating my claim the 23rd when it should have been dated 22nd. I did state on my claim that the last day I worked was June 14th, and I expected my claim to commence from June 16th."

**It was the Board's opinion that the plumber, who was represented by an officer of his union local, had not produced any evidence that his claim had been mailed according to proper procedure.** The date on the envelope clearly showed that it was received in the post office on June 24. The Board, therefore, was unanimous in disallowing the appeal.

When the union appealed to the Umpire it said that the plumber was not aware that he had to file the claim within seven days of the last day worked, and that he should not be penalized for making this mistake. The insurance officer stated in his report that the claimant had been assured by his employer that work would be available when materials came in and that he had good reason to believe that this would be in the immediate future. **"The claimant's good faith and availability for work can be accepted, and good cause for the short delay of one week in making his claim is considered shown, especially as he immediately filed his application for benefit on June 23 when he was advised by his employer on June 21 that his services would no longer be required." The Umpire agreed with the insurance officer and allowed the union's appeal.**

# Publications In the Library

**List No. 249**

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in The Labour Gazette.

## Annual Reports

■ No. 1—**Alberta. Workmen's Compensation Board.** Fifty-first annual report for the year ended December 31, 1968. Edmonton, 1969. 39p.

■ No. 2—**Ontario. Department of Financial and Commercial Affairs.** Report covering January 1, December 31, 1968. Toronto, Queen's Printer, 1969. 74p. The Department comprises 3 operating divisions: Consumer Protection, Superintendent of Insurance, and Ontario Securities Commission.

■ No. 3—**Newfoundland. Workmen's Compensation Board:** Annual report, 1968. St. John's 1969. 40p.

■ No. 4—**Nova Scotia. Workmen's Compensation Board.** Report for the year ended December 31, 1968. Halifax, Queen's Printer, 1969. 51p.

## Bibliographies

■ No. 5—**Industrial relations theses and dissertations, 1960-1963,** accepted at 36 universities. A compilation sponsored by the Committee of University Industrial Relations Librarians. Edited by Gail Schlachter, Georgianna Herman [and] Vickie Triplett. Madison, University of Wisconsin, Industrial Relations Research Institute, 1969. 118p.

■ No. 6—**Industrial relations theses and dissertations, 1968,** accepted at 30 universities. A compilation sponsored by the Committee of University Industrial Relations Librarians. Edited by Vickie Triplett, 1968-1969 [and] Gail Schlachter, 1967-1968. Madison, University of Wisconsin, Industrial Relations Research Institute, 1969, 75p.

The Canada Department of Labour's copy of each bibliography is for reference purposes in the Library only. Copies of both bibliographies are available from University of Wisconsin, Social Science Graduates' Reference Room, 8432 Social Science Building, Madison, Wisc. 53706, U.S.A. There is a charge of fifty cents (50¢) for the 1960-1963 compilation, and no charge for the 1968 compilation.

■ No. 7—**Mesics, Emil A.** Education and training for effective manpower utilization: business, industry, government, service organizations, educational institutions, foreign countries; an annotated bibliography on education and training in work organizations. Ithaca, N.Y., 1969. 157p.

The Canada Department of Labour's copy is for reference purposes in the Library only. Copies are available at a cost of $2.50 from New York State School of Industrial and Labor Relations, Cornell University, Ithaca, N.Y. 14850, U.S.A.

### Collective Bargaining

■ No. 8—**Little, Walter.** Collective bargaining in the Ontario government service; a report of the special adviser, His Honour Judge Walter Little, May 1969. [Toronto, Queen's Printer, 1969] viii, 104p. Judge Little was asked to review and to report upon collective bargaining in the Public Service of Ontario and the Crown Agencies and Commissions, and to report on (1) the determination of appropriate bargaining units, (2) the recognition and employee support of bargaining agents, (3) the scope of bargaining, (4) the form that agreements may take, and (5) the methods and procedures of negotiation within the bargaining system in which compulsory arbitration is the final means of resolving disputes.

■ No. 9—**Quinet, Félix.** The content and role of collective agreements in Canada; a series of eight articles published in Industrial Relations, quarterly review of the Department of Industrial Relations, Faculty of Social Sciences, Laval University, Québec, Canada. Don Mills, Ont., CCH Canadian Limited, 1969. 82p. English and French, the latter inverted with special title page.

### Conferences

■ No. 10—**Industrial Relations Research Association.** Proceedings of the Twenty-first annual winter meeting, December 29-30, 1968, Chicago, Illinois. Edited by Gerald G. Somers. Madison, 1969. ix, 401p. Topics discussed dealt with industrial relations, the labour market, employee compensation and manpower policies.

■ No. 11—**International Association of Industrial Accident Boards and Commissions.** Convention proceedings, Milwaukee, Wisconsin, September 15-19, 1968. [Little Rock, Ark.? 1969] 343p.

### Economic Conditions

■ No. 12—**France. Institut National de la Statistique et des Etudes Economiques.** Tableaux de l'économie française. 6e éd. Paris, 1968. 571p.

■ No. 13—**Manitoba. Commission on Targets for Economic Development to 1980.** Manitoba to 1980; report. Winnipeg, Manitoba Dept. of Industry and Commerce, 1969. 551p. Rex E. Grose, chairman. "The Commission had as its mission to inquire into and report upon the present position and future prospects of the industrial, commercial, and related sectors of the Manitoba economy, and to set targets for their development to 1980. The findings, considered in relation to the targets, were to form the basis for recommendations on how best to stimulate and coordinate public and private activities in industrial and commercial development in the province." More than 300 citizens participated for more than a year as members of the Commission, as members of Advisory Committees, or personally as advisors and consultants.

■ No. 14—**Organization for Economic Cooperation and Development.** Economic surveys: Canada. March 1969. Paris, 1969. 50p.

■ No. 15—**Reid, Timothy E., ed.** Contemporary Canada: readings in economics; articles selected and edited by Timothy E. Reid. Consultant: James E. Doris. Toronto, Holt, Rinehart and Winston of Canada, c1969. 435p.

### Labour Laws and Legislation

■ No. 16—**Saskatchewan. Department of Labour.** Saskatchewan labour legislation. April 1969. Regina, 1969. 118p.

■ No. 17—**U.S. Bureau of Labor Standards.** Growth of labor law in the United States. 2d ed. Washington, GPO, 1967. 311p.

### Labour Supply

■ No. 18—**International Labour Office.** Manpower aspects of recent economic developments in Europe. Geneva, 1969. 175p.

■ No. 19—**Organization for Economic Cooperation and Development.** Statistics of the occupational and educational structure of the labour force in 53 countries. Paris, 1969. 287p. English and French.

■ No. 20—**Saskatchewan. Department of Labour. Research and Planning Branch.** Population and estimated labour force by residence (urban and rural), sex, industries and Canada Manpower Centre local office areas, 1966. Regina, 1968. 36p.

■ No. 21—**Saskatchewan. Department of Labour. Research and Planning Branch.** Selected characteristics of the Saskatchewan labour force, 1961. Regina, 1968. lv. (unpaged).

### Labouring Classes

■ No. 22—**Blackburn, Robert Martin.** Union character and social class: a study of white-collar unionism. London, Batsford, 1967. 304p. A study of unionism among British bank employees.

■ No. 23—**Organisation for Economic Cooperation and Development.** Housing and labour mobility; a preliminary report, by J. B. Cullingworth. Paris, 1969. 76p.

### Occupations

■ No. 24—**International Labour Office.** International standard classification of occupations. Rev. ed. 1968. Geneva, 1969. 355p.

### Wages and Hours

■ No. 25—**Alberta. Bureau of Statistics.** Alberta technicians salary survey, 1 February, 1969; ranges of salary rates, medians and weighted averages by industry, Alberta—Calgary—Edmonton—all other Alberta areas. Edmonton, 1969. 44p.

■ No. 26—**Employers' Council of British Columbia.** Comparative study of British Columbia wage levels and related factors. 2d printing with minor revisions. Prepared by John G. Campbell [and] V. John Raybould. Vancouver, 1968. 2v. Contents: pt.1. Analysis and observations. pt.2. Data supplement.

■ No. 27—**Great Britain. National Board for Prices and Incomes.** Top salaries in the private sector and nationalised industries. London, HMSO, 1969. [86]p. Its Report no. 107.

■ No. 28—**International Labour Office.** Minimum wage fixing and economic development. Geneva, 1968. 217p.

■ No. 29—**Nova Scotia. Department of Labour. Economics and Research Division.** Pilot survey, small firm wage rates, salaries and hours of labour, Nova Scotia, 1968: cleaners, laundries and pressers, fish products, general and variety stores, sawmills. Halifax, 1969. 34p.

### Miscellaneous

■ No. 30—**American Management Association.** A new dimension to job evaluation [by] Anthony M. Pasquale. New York, 1969. 14p.

■ No. 31—**Jenks, Clarence Wilfred.** Britain and the I.L.O. London, David Davies Memorial Institute of International Studies, 1969. 20p. David Davies memorial lecture, London, 4 Feb. 1969.

# Statistics Section

## Labour Statistics

| Principal Items | Date | Amount | Percentage Change From Previous Month | Percentage Change From Previous Year |
|---|---|---|---|---|
| | | (in thousands) | | |
| TOTAL CIVILIAN LABOUR FORCE* | | 8,126 | − 4.3 | + 1 9 |
| Week ended September 20, 1969 | | | | |
| Employed | | 7,847 | − 4.0 | + 1.8 |
| Agriculture | | 581 | − 8.6 | − 4.0 |
| Non-agriculture | | 7,266 | − 3.6 | + 2.3 |
| Paid workers | | 6,749 | − 4.3 | + 1.8 |
| At work 35 hours or more | | 6,406 | + 4.6 | + 1.2 |
| At work less than 35 hours | | 1,125 | +16.6 | + 4.5 |
| Employed but not at work | | 316 | −70.8 | + 3.6 |
| Unemployed | | 279 | −12.3 | + 6.5 |
| Atlantic | | 32 | −15.8 | +14.3 |
| Quebec | | 124 | −10.1 | +25.3 |
| Ontario | | 68 | −18.1 | − 6.8 |
| Prairie | | 22 | −15.4 | −15.4 |
| British Columbia | | 33 | — | − 8.3 |
| Without work and seeking work | | 265 | −11.1 | + 6.4 |
| On temporary layoff up to 30 days | | 14 | −30.0 | + 7.7 |
| INDUSTRIAL EMPLOYMENT (1961 =100) | —Aug. | 130.1 | + 1.1 | + 2.5 |
| Manufacturing employment (1961 =100) | —Aug. | 127.0 | + 1.5 | + 1.4 |
| IMMIGRATION | 1st 6 mos. | 71,121 | — | −16.7 |
| Destined to the labour force | 1st 6 mos. | 37,951 | — | −15.5 |
| STRIKES AND LOCKOUTS | | | | |
| Strikes and lockouts | —Aug. | 117 | + 3.5 | −19.9 |
| No. of workers involved | —Aug. | 74,686 | + 5.6 | +24.6 |
| Duration in man days | —Aug. | 1,178,780 | +11.4 | +85.5 |
| EARNINGS AND INCOME | | | | |
| Average weekly wages and salaries (ind. comp.) | —Aug. | $118.75 | + 0.2 | + 7.0 |
| Average hourly earnings (mfg.) | —Aug. | $ 2.78 | + 0.4 | + 7.3 |
| Average hours worked per week (mfg.) | —Aug. | 40.2 | + 0.8 | − 0.5 |
| Average weekly wages (mfg.) | —Aug. | $111.43 | + 0.7 | + 6.5 |
| Consumer price index (1961 =100) | —Sept. | 126.6 | − 0.2 | + 4.5 |
| Index numbers of weekly wages in 1961 dollars (1961 =100) | —Aug. | 117.1 | − 1.4 | + 3.0 |
| Total labour income (Millions of dollars) | —June | $3,353 | + 2.9 | +12.5 |
| INDUSTRIAL PRODUCTION | | | | |
| Total (average 1961 =100) | —Aug. | 164.2 | − 1.6 | + 3.7 |
| Manufacturing | —Aug. | 166.4 | − 1.7 | + 6.0 |
| Durables | —Aug. | 183.2 | − 4.1 | + 4.3 |
| Non-durables | —Aug. | 152.7 | + 0.7 | + 7.5 |
| NEW RESIDENTIAL CONSTRUCTION† | | | | |
| Starts | —Aug. | 16,227 | + 7.8 | +12.1 |
| Completions | —Aug. | 11,887 | −11.6 | − 4.4 |
| Under construction | —Aug. | 117,381 | + 3.4 | +24.8 |

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
† Centres of 10,000 population or more.

# Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

# A—Labour Force

### Table A-1—Regional Distribution, Week Ended September 20, 1969

| | Canada | Atlantic | Quebec | Ontario | Prairies | B.C. |
|---|---|---|---|---|---|---|
| | | | (in thousands) | | | |
| THE LABOUR FORCE | 8,126 | 656 | 2,277 | 3,002 | 1,352 | 839 |
| Men | 5,513 | 454 | 1,568 | 2,007 | 922 | 562 |
| Women | 2,613 | 202 | 709 | 995 | 430 | 277 |
| 14-19 years | 774 | 70 | 219 | 245 | 149 | 91 |
| 20-24 years | 1,216 | 126 | 389 | 399 | 190 | 112 |
| 25-44 years | 3,487 | 244 | 996 | 1,344 | 535 | 368 |
| 45-64 years | 2,435 | 201 | 620 | 932 | 434 | 248 |
| 65 years and over | 214 | 15 | 53 | 82 | 44 | 20 |
| EMPLOYED | 7,847 | 624 | 2,153 | 2,934 | 1,330 | 806 |
| Men | 5,323 | 430 | 1,479 | 1,963 | 910 | 541 |
| Women | 2,524 | 194 | 674 | 971 | 420 | 265 |
| Agriculture | 581 | 27 | 115 | 144 | 272 | 23 |
| Non-agriculture | 7,266 | 597 | 2,038 | 2,790 | 1,058 | 783 |
| Paid workers | 6,749 | 544 | 1,877 | 2,617 | 983 | 728 |
| Men | 4,454 | 368 | 1,268 | 1,709 | 629 | 480 |
| Women | 2,295 | 176 | 609 | 908 | 354 | 248 |
| UNEMPLOYED | 279 | 32 | 124 | 68 | 22 | 33 |
| Men | 190 | 24 | 89 | 44 | 12 | 21 |
| Women | 89 | * | 35 | 24 | 10 | 12 |
| PERSONS NOT IN LABOUR FORCE | 6,593 | 711 | 1,943 | 2,261 | 1,031 | 647 |
| Men | 1,782 | 223 | 514 | 590 | 279 | 176 |
| Women | 4,811 | 488 | 1,429 | 1,671 | 752 | 471 |

* Less than 10,000 SOURCE: Labour Force Survey, DBS.

## Table A-2—Age, Sex and Marital Status, Week Ended September 20, 1969

| | Total | 14-19 Years All Persons | 20-64 Years Men Married | 20-64 Years Men Other | 20-64 Years Women Married | 20-64 Years Women Other | 65 Years and Over All Persons |
|---|---|---|---|---|---|---|---|
| | | | (in thousands) | | | | |
| POPULATION 14 YEARS OF AGE AND OVER* | 14,719 | 2,439 | 4,176 | 1,163 | 4,267 | 1,130 | 1,544 |
| LABOUR FORCE | 8,126 | 774 | 3,994 | 928 | 1,449 | 767 | 214 |
| Employed | 7,847 | 710 | 3,906 | 867 | 1,419 | 740 | 205 |
| Unemployed | 279 | 64 | 88 | 61 | 30 | 27 | ** |
| NOT IN LABOUR FORCE | 6,593 | 1,665 | 182 | 235 | 2,818 | 363 | 1,330 |
| PARTICIPATION RATE† | | | | | | | |
| 1969 Sept. 20 | 55.2 | 31.7 | 95.6 | 79.8 | 34.0 | 67.9 | 13.9 |
| Aug. 23 | 57.8 | 44.9 | 96.2 | 88.2 | 32.2 | 69.5 | 13.8 |
| UNEMPLOYMENT RATE‡ | | | | | | | |
| 1969 Sept. 20 | 3.4 | 8.3 | 2.2 | 6.6 | 2.1 | 3.5 | ** |
| Aug. 23 | 3.7 | 7.4 | 2.6 | 6.6 | 2.5 | 3.0 | ** |

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
† The labour force as a percentage of the population 14 years of age and over.
‡ The unemployed as a percentage of the labour force.
** Less than 10,000 unemployed.
SOURCE: Labour Force Survey, DBS.

## Table A-3—Unemployed, Week Ended September 20, 1969

| | Sept. 1969 | Aug. 1969 | Sept. 1968 |
|---|---|---|---|
| | (in thousands) | | |
| TOTAL UNEMPLOYED | 279 | 318 | 262 |
| On temporary layoff up to 30 days | 14 | 20 | 13 |
| Without work and seeking work | 265 | 298 | 249 |
| Seeking: | | | |
| Full-time work | 249 | 275 | 234 |
| Part-time work | 16 | 23 | 15 |
| Under 1 month | 88 | 86 | 83 |
| 1-3 months | 100 | 115 | 91 |
| 4-6 months | 30 | 36 | 38 |
| More than 6 months | 47 | 61 | 37 |

SOURCE: Labour Force Survey, DBS.

# B—Labour Income

## Table B-1—Estimates of Labour Income, by Industry

| Year and Month | Monthly Totals | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Mining | Manufacturing | Transportation Storage and Communication‡ | Forestry | Construction | Public Utilities | Trade | Finance, Services (including Government) | Supplementary Labour Income | Totals †† |
| | (millions of dollars) | | | | | | | | | |
| 1966—Total | 737 | 8,090 | 2,513 | 410 | 2,448 | 486 | 4,125 | 9,056 | 1,536 | 29,661 |
| 1967—Total | 813 | 8,580 | 2,815 | 431 | 2,546 | 562 | 4,527 | 10,198 | 1,648 | 32,385 |
| 1968—Total | 878 | 9,144 | 3,024 | 424 | 2,598 | 635 | 9,972 | 11,461 | 1,818 | 35,230 |
| 1968—July | 74.4 | 754.9 | 249.1 | 40.6 | 240.9 | 54.0 | 412.6 | 967.6 | 162.3 | 2,991.7 |
| August | 74.4 | 777.2 | 258.4 | 42.2 | 247.9 | 54.3 | 414.8 | 975.5 | 154.2 | 3,034.4 |
| September | 73.6 | 799.8 | 266.1 | 41.7 | 251.7 | 54.5 | 422.8 | 982.7 | 165.8 | 3,089.5 |
| October | 74.5 | 799.1 | 264.6 | 40.8 | 243.2 | 54.2 | 430.4 | 987.9 | 151.7 | 3,070.7 |
| November | 75.2 | 799.9 | 265.9 | 39.6 | 233.9 | 54.2 | 446.8 | 1,011.0 | 149.6 | 3,095.2 |
| December | 74.6 | 785.4 | 261.9 | 29.6 | 188.4 | 54.2 | 459.4 | 1,003.3 | 153.1 | 3,026.8 |
| 1969—January | 76.2 | 790.3 | 271.4 | 24.1 | 186.8 | 53.8 | 439.6 | 1,004.5 | 146.2 | 3,007.0 |
| February | 77.3 | 803.2 | 259.9 | 27.4 | 200.8 | 51.1 | 440.3 | 1,028.4 | 167.5 | 3,070.1 |
| March | 78.4 | 815.9 | 261.6 | 31.0 | 198.8 | 53.2 | 447.6 | 1,033.6 | 167.7 | 3,103.6 |
| April | 75.6 | 819.6 | 265.7 | 28.9 | 213.1 | 55.8 | 454.5 | 1,047.6 | 169.2 | 3,148.7 |
| May | 74.7 | 841.0 | 271.5 | 38.1 | 229.0 | 57.2 | 465.1 | 1,088.2 | 169.3 | 3,257.6 |
| June* | 75.8 | 859.3 | 280.8 | 43.6 | 241.3 | 58.7 | 477.5 | 1,106.0 | 188.6 | 3,359.6 |
| July† | 74.1 | 847.6 | 288.1 | 46.2 | 258.7 | 59.2 | 468.1 | 1,143.9 | 183.8 | 3,403.4 |
| August‡ | 70.1 | 840.2 | 291.6 | 45.7 | 271.3 | 60.9 | 468.3 | 1,140.1 | 178.6 | 3,403.1 |
| **Seasonally Adjusted** | | | | | | | | | | |
| 1966—Total | 737 | 8,090 | 2,513 | 410 | 2,448 | 486 | 4,125 | 9,056 | 1,536 | 29,661 |
| 1967—Total | 813 | 8,581 | 2,815 | 431 | 2,546 | 562 | 4,527 | 10,198 | 1,648 | 32,385 |
| 1968—Total | 878 | 9,144 | 3,024 | 424 | 2,598 | 635 | 4,973 | 11,461 | 1,819 | 35,230 |
| 1968—July | 73.9 | 755.6 | 239.7 | 35.3 | 215.0 | 52.7 | 412.6 | 959.9 | 153.4 | 2,921.1 |
| August | 73.4 | 764.2 | 251.1 | 27.0 | 216.7 | 52.4 | 418.7 | 970.3 | 155.1 | 2,961.5 |
| September | 74.1 | 782.5 | 258.4 | 34.6 | 222.4 | 53.5 | 422.2 | 972.5 | 156.9 | 3,000.4 |
| October | 75.1 | 785.5 | 261.1 | 34.7 | 216.1 | 53.8 | 427.3 | 980.0 | 157.8 | 3,014.6 |
| November | 75.3 | 792.2 | 267.2 | 35.3 | 224.5 | 53.9 | 435.3 | 1,010.4 | 160.8 | 3,078.1 |
| December | 74.8 | 801.1 | 274.0 | 33.0 | 219.8 | 54.6 | 443.8 | 1,010.6 | 161.9 | 3,096.6 |
| 1969—January | 76.5 | 809.6 | 272.3 | 28.3 | 219.2 | 54.7 | 448.6 | 1,026.7* | 161.6* | 3,120.9* |
| February | 77.1 | 817.9 | 268.8 | 30.4 | 236.0 | 52.0 | 452.1 | 1,047.8* | 164.5* | 3,169.8* |
| March | 78.1 | 826.7 | 273.6 | 39.2 | 228.5 | 54.9 | 457.6 | 1,048.7* | 165.8* | 3,196.4* |
| April | 78.4 | 827.2 | 271.4 | 41.1 | 233.4 | 57.0 | 459.0 | 1,057.9* | 167.1* | 3,216.4* |
| May | 74.9 | 838.1 | 271.8 | 41.0 | 226.9 | 57.7 | 465.6 | 1,090.8* | 170.2* | 3,260.0* |
| June* | 73.7 | 844.9 | 275.9 | 40.2 | 225.4 | 58.1 | 470.9 | 1,089.2 | 173.5 | 3,275.3 |
| July† | 72.9 | 851.7 | 278.4 | 40.5 | 230.2 | 57.9 | 467.6 | 1,135.7 | 175.4 | 3,332.8 |
| August‡ | 69.5 | 826.9 | 282.5 | 39.2 | 236.7 | 59.0 | 470.7 | 1,134.2 | 173.3 | 3,314.9 |

* Revised † Preliminary ‡ Advance

** Includes post office wages and salaries †† Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: Estimates of Labour Income (DBS Cat. No. 72-005).

# C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at June 1969, employers in the principal non-agricultural industries reported a total employment of 3,846,593. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

## Table C-1—Employment, Payrolls and Weekly Wages and Salaries

| Year and Month | Industrial Composite‡ | | | Manufacturing | | |
|---|---|---|---|---|---|---|
| | Index Numbers (1961 = 100) | | | Index Numbers (1961 = 100) | | |
| | Employment | Average Weekly Wages and Salaries | Average Weekly Wages and Salaries | Employment | Average Weekly Wages and Salaries | Average Weekly Wages and Salaries |
| | | | $ | | | $ |
| AVERAGE | | | | | | |
| 1964 | 108.2 | 110.6 | 86.51 | 111.1 | 110.9 | 90.42 |
| 1965 | 114.3 | 116.3 | 91.01 | 117.2 | 116.2 | 94.78 |
| 1966 | 120.7 | 123.1 | 96.30 | 123.5 | 122.8 | 100.13 |
| 1967 | 122.6 | 131.4 | 102.79 | 123.2 | 130.6 | 106.53 |
| 1968 | 122.7 | 140.4 | 109.88 | 122.1 | 140.3 | 114.42 |
| 1968— | | | | | | |
| May | 122.6 | 139.9 | 109.46 | 122.0 | 140.2 | 114.43 |
| June | 124.6 | 140.5 | 109.96 | 123.3 | 140.1 | 114.23 |
| July | 124.0 | 140.6 | 109.97 | 121.9 | 138.8 | 113.20 |
| August | 126.9 | 141.8 | 110.95 | 125.3 | 140.4 | 114.48 |
| September | 126.7 | 143.8 | 112.52 | 125.8 | 143.6 | 117.08 |
| October | 126.0 | 144.3 | 112.90 | 124.6 | 144.8 | 118.08 |
| November | 125.7 | 144.9 | 113.37 | 124.0 | 145.5 | 118.70 |
| December | 122.7 | 140.5 | 109.94 | 121.4 | 140.9 | 114.92 |
| 1969—January | 121.4 | 145.8 | 114.04 | 121.8 | 146.5 | 119.47 |
| February | 121.9 | 147.4 | 115.30 | 122.5 | 148.1 | 120.80 |
| March | 122.6 | 148.4 | 116.11 | 123.2 | 149.3 | 121.72 |
| April | 123.4 | 148.8 | 116.43 | 123.6 | 149.4 | 121.84 |
| May* | 127.0* | 149.9 | 117.26 | 126.2* | 150.3 | 122.58* |
| June† | 129.8 | 150.5 | 117.72 | 128.6 | 150.4 | 122.68 |

* Revised. † Preliminary.
‡ Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).
SOURCE: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

## Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

| Areas | Employment Index Numbers* | | | Average Weekly Wages and Salaries | | |
|---|---|---|---|---|---|---|
| | June 1969 | May 1969 | June 1968 | June 1969 | May 1969 | June 1968 |
| | (1961 = 100) | | | $ | $ | $ |
| REGION AND PROVINCE | | | | | | |
| Atlantic Region | 123.5 | 117.7 | 121.4 | 96.04 | 96.10 | 90.06 |
| Newfoundland | 121.4 | 116.6 | 124.7 | 103.72 | 104.54 | 99.79 |
| Prince Edward Island | 143.2 | 129.0 | 139.7 | 78.78 | 80.86 | 72.44 |
| Nova Scotia | 122.5 | 116.8 | 117.3 | 94.77 | 94.70 | 88.24 |
| New Brunswick | 124.3 | 118.4 | 122.7 | 94.46 | 93.86 | 87.65 |
| Quebec | 122.7 | 119.8 | 120.0 | 114.25 | 114.70 | 107.36 |
| Ontario | 134.0 | 131.5 | 126.7 | 121.90 | 121.25 | 113.43 |
| Prairie Region | 129.4 | 126.1 | 125.1 | 113.31 | 111.45 | 105.39 |
| Manitoba | 120.3 | 118.0 | 117.4 | 108.88 | 107.31 | 101.33 |
| Saskatchewan | 122.0 | 119.9 | 124.6 | 108.27 | 107.38 | 104.86 |
| Alberta | 140.1 | 135.5 | 131.9 | 118.33 | 115.98 | 108.66 |
| British Columbia | 139.3 | 137.6 | 131.3 | 128.98 | 127.89 | 121.94 |
| CANADA | 129.8 | 127.0 | 124.6 | 117.72 | 117.26 | 109.96 |
| URBAN AREAS | | | | | | |
| St. John's | 140.1 | 138.3 | 137.2 | 95.02 | 93.29 | 88.16 |
| Halifax | 121.7 | 118.5 | 115.8 | 97.59 | 96.86 | 92.57 |
| Sydney | 91.3 | 91.4 | 102.0 | 101.99 | 98.36 | 94.63 |
| Moncton | 128.5 | 126.0 | 120.1 | 92.49 | 92.19 | 87.13 |
| Saint John | 113.0 | 112.8 | 107.7 | 98.42 | 95.23 | 90.69 |
| Chicoutimi | 114.2 | 110.5 | 108.5 | 138.48 | 131.80 | 128.75 |
| Montreal | 125.2 | 123.5 | 122.5 | 116.06 | 116.97 | 108.79 |
| Quebec | 115.0 | 113.2 | 113.9 | 98.68 | 98.52 | 94.08 |
| Shawinigan | 95.2 | 94.2 | 100.6 | 121.34 | 121.02 | 109.38 |
| Sherbrooke | 118.0 | 115.9 | 111.7 | 98.68 | 99.32 | 94.61 |
| Trois-Rivières | 117.2 | 114.6 | 115.8 | 107.79 | 107.64 | 100.26 |
| Ottawa-Hull | 139.4 | 136.1 | 129.3 | 110.11 | 109.33 | 102.88 |
| Belleville | 126.6 | 123.3 | 116.2 | 103.90 | 103.23 | 95.05 |
| Brampton | 288.5 | 282.2 | 261.4 | 119.00 | 119.04 | 110.29 |
| Brantford | 140.6 | 135.9 | 116.2 | 112.69 | 111.21 | 100.11 |
| Fort William-Port Arthur | 128.2 | 124.6 | 123.2 | 119.43 | 118.11 | 106.06 |
| Guelph | 144.2 | 143.5 | 138.1 | 110.10 | 108.36 | 105.66 |
| Hamilton | 126.0 | 124.5 | 119.0 | 122.66 | 122.55 | 117.24 |
| Kingston | 133.6 | 130.8 | 125.8 | 115.72 | 113.53 | 105.91 |
| Kitchener | 157.5 | 154.4 | 144.0 | 108.47 | 107.60 | 101.38 |
| London | 126.6 | 124.7 | 119.8 | 115.25 | 113.92 | 104.12 |
| Niagara Falls | 118.1 | 113.9 | 107.2 | 111.32 | 113.00 | 103.98 |
| Oshawa | 143.6 | 144.9 | 132.3 | 135.78 | 136.23 | 131.95 |
| Peterborough | 144.6 | 142.9 | 132.1 | 122.64 | 121.90 | 113.91 |
| Sarnia | 143.8 | 143.1 | 140.7 | 159.00 | 155.69 | 142.42 |
| Sault Ste. Marie | 128.4 | 125.2 | 121.2 | 134.11 | 133.78 | 123.35 |
| Sudbury | 126.6 | 128.0 | 116.4 | 140.68 | 142.53 | 130.71 |
| St. Catharines | 143.1 | 143.3 | 127.6 | 131.26 | 133.84 | 120.29 |
| Timmins | 75.9 | 72.5 | 77.6 | 105.42 | 105.16 | 101.81 |
| Toronto | 135.8 | 133.0 | 128.6 | 123.33 | 122.25 | 113.63 |
| Welland | 116.0 | 114.7 | 107.9 | 138.06 | 139.11 | 127.94 |
| Windsor | 150.3 | 154.8 | 150.2 | 136.16 | 137.53 | 129.95 |
| Winnipeg | 122.8 | 120.9 | 119.0 | 101.42 | 100.32 | 93.98 |
| Regina | 128.1 | 122.7 | 124.3 | 103.51 | 103.26 | 97.46 |
| Saskatoon | 144.4 | 139.7 | 147.2 | 103.02 | 99.90 | 98.72 |
| Calgary | 150.9 | 147.9 | 140.3 | 117.35 | 115.35 | 108.48 |
| Edmonton | 146.9 | 143.1 | 139.6 | 112.66 | 110.01 | 104.07 |
| Vancouver | 139.0 | 139.5 | 130.6 | 125.54 | 124.01 | 116.81 |
| Victoria | 134.6 | 132.3 | 124.7 | 114.43 | 114.91 | 105.16 |

* Latest figures subject to revision. SOURCE: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

## Table C-3—Estimates of Employees by Industry, Provinces and Canada

| | Forestry | Mines, Quarries and Oil Wells | Manufacturing | | Construction | Transportation, Communication and Other Utilities | Trade | Finance, Insurance and Real Estate | Community, Business and Personal Services | | Public Administration and Defence†† | Total Specified Industries |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | Non-durables | Durables | | | | | Non-commercial Sector‡ | Commercial Sector** | | |
| | | | | | | (in thousands) | | | | | | |
| CANADA | | | | | | | | | | | | |
| June 1969*..... | — | 124.6 | 893.8 | 840.9 | 384.6 | — | 1,073.0 | 301.4 | 1,133.1 | 718.1 | 417.1 | 6,659.3 |
| May 1969*..... | 64.5 | 118.9 | 874.1 | 830.6 | 363.1 | 673.0 | 1,050.2 | 298.3 | 1,127.7 | 683.0 | 407.5 | 6,491.0 |
| June 1968..... | 76.9 | 123.8 | 862.7 | 789.8 | 397.4 | 649.8 | 983.6 | 281.0 | 1,061.7 | 631.5 | 419.2 | 6,277.4 |
| NEWFOUNDLAND | | | | | | | | | | | | |
| May 1969*..... | 1.1 | 5.0 | 10.3 | 1.7 | 8.6 | 13.8 | 17.4 | 2.2 | 21.7 | 8.6 | 8.1 | 96.4 |
| April 1969†..... | 1.4 | 5.7 | 7.8 | 1.6 | 7.2 | 14.0 | 17.1 | 2.2 | 21.7 | 7.8 | 7.6 | 94.2 |
| May 1968..... | 1.3 | 5.8 | 10.0 | 2.1 | 8.3 | 14.8 | 15.6 | 1.9 | 22.2 | 7.6 | 8.1 | 97.7 |
| PRINCE EDWARD ISLAND | | | | | | | | | | | | |
| May 1969*..... | — | — | 2.4 | 0.4 | 1.5 | 2.8 | 4.6 | 0.6 | 6.0 | 1.8 | 2.1 | 22.2 |
| April 1969†..... | — | — | 1.6 | 0.4 | 1.2 | 2.7 | 4.1 | 0.6 | 6.0 | 1.6 | 2.0 | 20.3 |
| May 1968..... | — | — | 2.2 | 0.5 | 1.8 | 3.1 | 4.2 | 0.6 | 5.9 | 1.7 | 2.2 | 22.2 |
| NOVA SCOTIA | | | | | | | | | | | | |
| May 1969*..... | 2.7 | 5.8 | 18.8 | 14.6 | 14.0 | 24.1 | 32.6 | 7.0 | 41.2 | 16.2 | 20.4 | 197.4 |
| April 1969†..... | 2.0 | 6.8 | 17.7 | 14.1 | 12.9 | 23.1 | 31.5 | 6.9 | 40.2 | 15.6 | 20.1 | 191.0 |
| May 1968..... | 2.5 | 6.8 | 18.5 | 14.9 | 13.5 | 21.9 | 32.2 | 6.4 | 37.3 | 13.8 | 20.0 | 187.7 |
| NEW BRUNSWICK | | | | | | | | | | | | |
| May 1969*..... | 5.5 | 2.4 | 20.0 | 11.0 | 10.1 | 20.9 | 25.6 | 4.6 | 32.2 | 10.8 | 12.0 | 155.1 |
| April 1969†..... | 2.6 | 2.3 | 17.2 | 10.7 | 8.1 | 21.3 | 24.9 | 4.5 | 32.0 | 9.9 | 11.4 | 145.1 |
| May 1968..... | 7.0 | 2.6 | 18.5 | 11.6 | 9.3 | 20.7 | 24.0 | 4.4 | 30.8 | 9.7 | 11.0 | 149.6 |
| QUEBEC | | | | | | | | | | | | |
| May 1969*..... | 18.1 | 22.8 | 325.4 | 199.6 | 74.1 | 184.0 | 258.4 | 83.6 | 307.3 | 170.8 | 84.3 | 1,728.4 |
| April 1969†..... | 7.5 | 24.5 | 320.4 | 197.2 | 76.2 | 172.0 | 255.8 | 85.9 | 306.3 | 163.5 | 83.4 | 1,692.8 |
| May 1968..... | 22.5 | 26.0 | 318.8 | 193.9 | 91.1 | 177.1 | 244.1 | 78.4 | 291.6 | 157.6 | 87.1 | 1,688.3 |
| ONTARIO | | | | | | | | | | | | |
| May 1969*..... | 9.9 | 36.1 | 376.6 | 471.2 | 146.6 | 217.7 | 423.3 | 129.5 | 412.4 | 278.0 | 167.9 | 2,669.1 |
| April 1969†..... | 8.1 | 35.1 | 369.7 | 464.5 | 143.7 | 208.7 | 409.6 | 127.1 | 421.8 | 268.3 | 165.0 | 2,621.4 |
| May 1968..... | 10.5 | 36.0 | 363.5 | 441.4 | 148.8 | 208.1 | 377.8 | 120.4 | 381.6 | 251.3 | 169.2 | 2,508.6 |
| MANITOBA | | | | | | | | | | | | |
| May 1969*..... | 0.9 | 7.1 | 28.8 | 21.6 | 16.6 | 46.0 | 54.8 | 13.5 | 52.2 | 33.2 | 20.0 | 294.6 |
| April 1969†..... | 0.6 | 6.9 | 28.0 | 21.3 | 15.3 | 42.1 | 53.0 | 13.3 | 49.9 | 31.4 | 19.3 | 281.0 |
| May 1968..... | 1.1 | 6.6 | 27.5 | 20.2 | 16.3 | 45.4 | 53.8 | 13.0 | 48.9 | 28.3 | 19.5 | 280.7 |
| SASKATCHEWAN | | | | | | | | | | | | |
| May 1969*..... | 0.4 | 5.4 | 10.3 | 5.7 | 13.6 | 26.3 | 39.7 | 8.7 | 46.7 | 21.3 | 18.7 | 196.8 |
| April 1969†..... | 0.3 | 5.2 | 9.9 | 5.4 | 11.5 | 24.9 | 39.1 | 10.0 | 47.5 | 21.2 | 17.6 | 192.6 |
| May 1968..... | 0.5 | 5.2 | 9.7 | 5.9 | 16.9 | 26.8 | 40.5 | 7.9 | 46.6 | 20.2 | 18.1 | 198.3 |
| ALBERTA | | | | | | | | | | | | |
| May 1969*..... | 1.8 | 21.4 | 27.7 | 26.3 | 39.3 | 52.8 | 84.6 | 18.4 | 97.0 | 59.0 | 32.1 | 460.3 |
| April 1969†..... | 1.5 | 20.8 | 26.9 | 26.0 | 35.7 | 49.7 | 82.7 | 18.3 | 95.9 | 54.5 | 31.3 | 443.4 |
| May 1968..... | 1.7 | 19.2 | 27.0 | 22.8 | 37.0 | 50.4 | 80.6 | 17.7 | 87.4 | 51.2 | 31.3 | 426.5 |
| BRITISH COLUMBIA | | | | | | | | | | | | |
| May 1969*..... | 24.2 | 10.2 | 53.7 | 78.4 | 38.0 | 82.6 | 108.1 | 30.2 | 109.5 | 82.0 | 39.6 | 656.5 |
| April 1969†..... | 19.7 | 9.7 | 51.6 | 76.2 | 33.9 | 78.8 | 107.6 | 30.3 | 109.4 | 79.7 | 39.0 | 635.9 |
| May 1968..... | 19.0 | 10.2 | 51.1 | 71.1 | 37.6 | 76.6 | 101.6 | 27.6 | 98.0 | 69.7 | 38.5 | 601.1 |

* Preliminary. † Revised. ‡ Refers to employment in hospitals and education and related services, welfare and religious organizations, and private households.

** Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services.

†† Excludes non-civilian employees.

NOTE: In January 1969, DBS expanded the estimates to include all non-agricultural employees. Additions were also made for welfare and religious organizations, municipal governments, provincial government employees not otherwise listed, and employees engaged in fishing, trapping and private household work. Estimates may not add to totals due to rounding. Yukon and NWT included in Canada Total only.

BASIS: 1960 Standard Industrial Classification.

SOURCE: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

## Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

| Industries | Employment Index Numbers* | | | Average Weekly Wages and Salaries | | |
|---|---|---|---|---|---|---|
| | June 1969 | May 1969 | June 1968 | June 1969 | May 1969 | June 1968 |
| | (1961 = 100) | | | $ | $ | $ |
| MINING, INCLUDING MILLING | 111.4 | 107.6 | 113.3 | 145.62 | 147.10 | 137.94 |
| Metals | 102.5 | 99.6 | 107.1 | 143.62 | 147.16 | 138.90 |
| Mineral fuels | 103.1 | 102.4 | 105.4 | 160.57 | 158.39 | 143.94 |
| Non-metals except fuels | 128.7 | 120.3 | 129.0 | 130.09 | 133.26 | 124.91 |
| Quarries and sand pits | 115.6 | 115.5 | 118.5 | 134.43 | 130.28 | 119.02 |
| Services incidental to mining | 166.3 | 153.0 | 151.1 | 151.48 | 149.10 | 144.57 |
| MANUFACTURING | 128.6 | 126.2 | 123.3 | 122.68 | 122.58 | 114.23 |
| Durable goods | 140.8 | 138.8 | 132.4 | 131.89 | 131.81 | 123.27 |
| Non-durable goods | 118.8 | 116.0 | 116.0 | 113.83 | 113.64 | 105.90 |
| Food and beverages | 114.9 | 109.3 | 114.0 | 108.27 | 107.89 | 100.78 |
| Foods | 114.0 | 108.4 | 114.4 | 104.30 | 103.99 | 97.92 |
| Beverages | 120.4 | 114.7 | 110.9 | 131.89 | 131.08 | 119.31 |
| Tobacco processing and products | 90.8 | 87.7 | 93.6 | 132.64 | 129.61 | 125.39 |
| Rubber products | 127.5 | 126.2 | 114.3 | 125.90 | 126.06 | 111.44 |
| Leather products | 101.5 | 100.5 | 100.3 | 79.74 | 81.03 | 75.13 |
| Textile products | 122.7 | 121.8 | 117.0 | 101.34 | 101.33 | 95.20 |
| Knitting mills | 119.1 | 116.8 | 114.4 | 77.50 | 78.04 | 70.91 |
| Clothing | 109.6 | 108.2 | 109.7 | 74.48 | 75.47 | 69.24 |
| Wood products | 118.7 | 115.7 | 110.8 | 109.34 | 110.01 | 103.85 |
| Furniture and fixtures | 135.7 | 130.6 | 127.5 | 99.77 | 99.78 | 92.46 |
| Paper and allied industries | 125.3 | 121.9 | 121.5 | 142.46 | 141.52 | 132.52 |
| Printing, publishing and allied industries | 116.2 | 114.9 | 115.9 | 129.17 | 127.30 | 119.74 |
| Primary metal industries | 134.3 | 132.1 | 127.1 | 145.57 | 145.94 | 137.68 |
| Metal fabricating industries | 138.5 | 136.7 | 131.0 | 128.72 | 128.37 | 120.34 |
| Machinery, except electrical | 151.4 | 149.3 | 133.5 | 139.94 | 139.77 | 127.95 |
| Transportation equipment | 157.5 | 157.8 | 150.7 | 144.99 | 144.44 | 134.81 |
| Electrical products | 153.6 | 151.0 | 142.5 | 125.62 | 125.02 | 117.63 |
| Non-metallic mineral products | 121.5 | 118.8 | 120.2 | 132.46 | 131.96 | 122.15 |
| Petroleum and coal products | 106.9 | 105.6 | 107.7 | 177.16 | 183.24 | 167.03 |
| Chemicals and chemical products | 122.5 | 122.0 | 120.2 | 138.73 | 137.80 | 128.95 |
| Miscellaneous manufacturing industries | 149.0 | 146.7 | 137.8 | 104.67 | 104.86 | 98.47 |
| CONSTRUCTION | 120.3 | 114.4 | 128.5 | 149.17 | 149.54 | 137.52 |
| Building | 125.4 | 120.0 | 132.4 | 144.91 | 145.25 | 134.31 |
| Engineering | 111.4 | 104.7 | 121.8 | 157.46 | 158.03 | 143.57 |
| TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES | 115.1 | 114.1 | 110.3 | 131.24 | 130.78 | 122.27 |
| Transportation | 111.8 | 109.6 | 106.0 | 129.74 | 129.29 | 121.64 |
| Storage | 112.9 | 111.9 | 113.9 | 116.55 | 116.20 | 107.39 |
| Communication | 120.4 | 123.6 | 118.3 | 126.78 | 126.65 | 116.08 |
| TRADE | 136.4 | 134.7 | 128.8 | 94.98 | 93.59 | 87.21 |
| Wholesale trade | 129.6 | 128.2 | 123.5 | 118.21 | 117.11 | 108.61 |
| Retail trade | 140.1 | 138.3 | 131.7 | 83.13 | 81.57 | 76.08 |
| FINANCE, INSURANCE AND REAL ESTATE | 139.6 | 138.0 | 131.8 | 115.98 | 114.62 | 106.10 |
| Financial institutions | 144.0 | 142.6 | 134.2 | 113.93 | 112.49 | 103.54 |
| Insurance and real estate | 133.6 | 131.9 | 128.4 | 118.98 | 117.73 | 109.69 |
| SERVICE | 177.3 | 171.3 | 160.9 | 84.45 | 83.59 | 79.70 |
| Recreational services | 178.7 | 166.3 | 155.2 | 80.28 | 77.34 | 69.95 |
| Business services | 191.5 | 187.2 | 174.1 | 129.79 | 129.68 | 123.47 |
| Personal services | 161.0 | 156.4 | 149.5 | 63.10 | 62.36 | 58.18 |
| Miscellaneous services | 212.2 | 203.7 | 185.8 | 87.31 | 86.11 | 88.77 |
| INDUSTRIAL COMPOSITE | 129.8 | 127.0 | 124.6 | 117.72 | 117.26 | 109.96 |

* Latest figures subject to revision.

NOTE: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

## Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

| Industry | Average Weekly Hours | | | Average Hourly Earnings | | | Average Weekly Wages | | |
|---|---|---|---|---|---|---|---|---|---|
| | June 1969 | May 1969 | June 1968 | June 1969 | May 1969 | June 1968 | June 1969 | May 1969 | June 1968 |
| | | | | $ | $ | $ | $ | $ | $ |
| MINING, INCLUDING MILLING | 40.8 | 41.5 | 42.0 | 3.25 | 3.24 | 3.05 | 132.82 | 134.51 | 127.87 |
| Metals | 39.7 | 41.0 | 41.4 | 3.35 | 3.36 | 3.18 | 133.14 | 137.84 | 131.50 |
| Mineral fuels | 42.2 | 41.0 | 41.3 | 2.95 | 2.97 | 2.63 | 124.76 | 121.80 | 108.73 |
| Non-metals, except fuels | 40.8 | 41.7 | 42.4 | 3.02 | 2.98 | 2.85 | 123.38 | 124.28 | 120.88 |
| Quarries and sand pits | 48.3 | 49.2 | 48.1 | 2.76 | 2.64 | 2.41 | 133.43 | 129.87 | 115.86 |
| Services incidental to mining | 42.1 | 41.1 | 43.2 | 3.54 | 3.49 | 3.29 | 148.67 | 143.41 | 142.32 |
| MANUFACTURING | 40.2 | 40.4 | 40.4 | 2.78 | 2.77 | 2.57 | 111.81 | 111.97 | 103.94 |
| Durable goods | 40.7 | 41.0 | 41.0 | 2.99 | 2.98 | 2.77 | 121.78 | 122.21 | 113.65 |
| Non-durable goods | 39.7 | 39.8 | 39.9 | 2.56 | 2.55 | 2.37 | 101.69 | 101.48 | 94.45 |
| Food and beverages | 40.1 | 39.7 | 40.3 | 2.44 | 2.45 | 2.26 | 97.95 | 97.18 | 91.19 |
| Foods | 40.0 | 39.6 | 40.2 | 2.36 | 2.37 | 2.22 | 94.21 | 93.77 | 88.98 |
| Beverages | 41.4 | 40.2 | 41.3 | 3.05 | 3.04 | 2.68 | 126.04 | 122.49 | 110.67 |
| Tobacco processing and products | 37.1 | 36.5 | 39.1 | 3.23 | 3.19 | 2.99 | 119.80 | 116.74 | 116.79 |
| Rubber products | 40.6 | 40.8 | 40.1 | 2.88 | 2.87 | 2.48 | 117.05 | 117.33 | 99.52 |
| Leather products | 38.0 | 39.2 | 39.2 | 1.91 | 1.90 | 1.75 | 72.42 | 74.33 | 68.67 |
| Textile products | 40.8 | 41.3 | 41.1 | 2.19 | 2.17 | 2.03 | 89.36 | 89.73 | 83.51 |
| Miscellaneous textiles | 38.8 | 39.6 | 39.7 | 2.28 | 2.21 | 2.15 | 88.64 | 87.66 | 85.54 |
| Knitting mills | 40.0 | 40.8 | 40.0 | 1.71 | 1.70 | 1.57 | 68.48 | 69.08 | 62.77 |
| Clothing | 36.0 | 37.1 | 36.4 | 1.87 | 1.86 | 1.72 | 67.46 | 69.02 | 62.60 |
| Wood products | 39.0 | 39.6 | 40.5 | 2.66 | 2.65 | 2.44 | 103.86 | 104.83 | 98.91 |
| Furniture and fixtures | 41.4 | 41.5 | 41.2 | 2.20 | 2.20 | 2.04 | 90.82 | 91.51 | 84.18 |
| Paper and allied industries | 41.1 | 41.1 | 41.6 | 3.27 | 3.24 | 3.01 | 134.52 | 133.10 | 125.00 |
| Pulp and Paper mills | 41.3 | 41.2 | 41.9 | 3.57 | 3.53 | 3.25 | 147.75 | 145.46 | 136.13 |
| Printing, publishing and allied industries | 38.3 | 37.8 | 38.4 | 3.33 | 3.28 | 3.05 | 127.44 | 124.09 | 117.22 |
| Primary metal industries | 41.0 | 41.5 | 41.1 | 3.32 | 3.31 | 3.13 | 136.34 | 137.45 | 128.59 |
| Iron and steel mills | 40.4 | 41.3 | 40.6 | 3.39 | 3.42 | 3.26 | 137.07 | 141.57 | 132.46 |
| Metal fabricating industries | 41.0 | 41.3 | 41.2 | 2.96 | 2.94 | 2.74 | 121.39 | 121.23 | 112.98 |
| Machinery, except electrical | 41.1 | 41.2 | 41.2 | 3.14 | 3.14 | 2.82 | 129.28 | 129.31 | 116.33 |
| Transportation equipment | 40.5 | 40.9 | 40.6 | 3.30 | 3.28 | 3.07 | 133.74 | 134.17 | 124.69 |
| Aircraft and parts | 40.7 | 39.8 | 39.0 | 3.36 | 3.24 | 2.93 | 136.77 | 129.03 | 114.15 |
| Motor vehicles | 40.0 | 40.9 | 41.2 | 3.40 | 3.38 | 3.17 | 136.05 | 138.01 | 130.76 |
| Assembling | 40.9 | 41.2 | 41.8 | 3.71 | 3.65 | 3.42 | 151.44 | 150.59 | 142.94 |
| Parts and accessories | 38.9 | 40.4 | 40.6 | 3.21 | 3.24 | 3.01 | 124.89 | 130.66 | 122.21 |
| Shipbuilding and repairing | 41.8 | 42.2 | 40.1 | 3.23 | 3.32 | 3.15 | 135.30 | 140.22 | 126.43 |
| Electrical products | 40.2 | 40.2 | 40.3 | 2.71 | 2.70 | 2.51 | 108.94 | 108.59 | 101.35 |
| Communications equipment | 40.0 | 40.0 | 39.9 | 2.58 | 2.59 | 2.38 | 103.22 | 103.55 | 95.04 |
| Non-metallic mineral products | 43.3 | 43.3 | 43.5 | 2.96 | 2.93 | 2.68 | 128.12 | 127.04 | 116.26 |
| Petroleum and coal products | 43.2 | 45.7 | 43.0 | 3.74 | 3.79 | 3.67 | 161.73 | 173.33 | 157.49 |
| Chemical and chemical products | 40.9 | 40.9 | 40.8 | 2.97 | 2.95 | 2.76 | 121.25 | 120.36 | 112.59 |
| Miscellaneous manufacturing industries | 40.0 | 40.4 | 40.3 | 2.24 | 2.23 | 2.09 | 89.65 | 90.04 | 84.14 |
| CONSTRUCTION | 40.3 | 40.7 | 41.2 | 3.62 | 3.61 | 3.28 | 145.90 | 146.61 | 135.02 |
| Building | 37.9 | 38.4 | 38.6 | 3.74 | 3.70 | 3.40 | 141.68 | 142.24 | 131.41 |
| General contractors | 38.8 | 38.3 | 39.2 | 3.58 | 3.57 | 3.33 | 138.74 | 136.53 | 130.68 |
| Special trade contractors | 37.2 | 38.5 | 38.1 | 3.87 | 3.81 | 3.47 | 143.94 | 146.71 | 132.04 |
| Engineering | 45.0 | 45.2 | 45.9 | 3.43 | 3.44 | 3.09 | 153.99 | 155.26 | 141.80 |
| Highways, bridges and streets | 46.0 | 45.7 | 48.0 | 2.97 | 2.95 | 2.59 | 136.33 | 135.11 | 124.48 |
| Other engineering | 43.9 | 44.6 | 43.7 | 3.93 | 3.90 | 3.66 | 172.62 | 174.20 | 160.15 |
| OTHER INDUSTRIES | | | | | | | | | |
| Urban transit | 41.6 | 42.8 | 41.6 | 3.38 | 3.37 | 3.10 | 140.72 | 144.21 | 129.17 |
| Highway and bridge maintenance | 40.4 | 37.9 | 38.3 | 2.50 | 2.51 | 2.35 | 100.97 | 94.95 | 90.07 |
| Laundries, cleaners and pressers | 37.6 | 38.1 | 38.6 | 1.64 | 1.61 | 1.51 | 61.75 | 61.33 | 58.25 |
| Hotels, restaurants and taverns | 32.5 | 32.1 | 33.8 | 1.63 | 1.62 | 1.48 | 52.97 | 51.97 | 49.82 |

Latest figures subject to revision.
SOURCE: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

## Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

| Year and Month | Average Weekly Hours | Average Hourly Earnings | Average Weekly Wages | Index Numbers of Average Weekly Wages (1961 = 100) | |
|---|---|---|---|---|---|
| | | | | Current Dollars | 1961 Dollars |
| | | $ | $ | | |
| Average | | | | | |
| 1964 | 41.0 | 2.02 | 79.51 | 106.8 | 103.7 |
| 1965 | 41.0 | 2.12 | 82.96 | 111.4 | 106.3 |
| 1966 | 40.8 | 2.25 | 86.94 | 116.8 | 108.8 |
| 1967 | 40.3 | 2.40 | 91.65 | 123.1 | 110.5 |
| 1968† | 40.3 | 2.58 | 96.84 | 130.1 | 112.8 |
| Last Pay Period in | | | | | |
| 1968—June | 40.4 | 2.57 | 103.94 | 139.6 | 115.9 |
| July | 40.0 | 2.56 | 102.23 | 137.3 | 113.7 |
| August | 40.4 | 2.59 | 104.63 | 140.5 | 116.1 |
| September | 41.0 | 2.62 | 107.43 | 144.3 | 118.9 |
| October | 40.9 | 2.64 | 108.22 | 145.4 | 119.2 |
| November | 40.9 | 2.66 | 108.68 | 146.0 | 119.4 |
| December | 38.0 | 2.70 | 102.56 | 137.8 | 112.4 |
| 1969—January | 40.1 | 2.71 | 108.42 | 145.6 | 118.8 |
| February | 40.3 | 2.72 | 109.65 | 147.3 | 119.5 |
| March | 40.5 | 2.74 | 110.97 | 149.1 | 119.6 |
| April | 40.3 | 2.75 | 110.87 | 148.9 | 119.2 |
| May* | 40.4 | 2.77 | 111.97 | 150.4 | 119.5 |
| June† | 40.2 | 2.78 | 111.81 | 150.2 | 118.8 |

* Revised. † Preliminary.
NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS.
SOURCE: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

## Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

| | Average Weekly Hours* | | | Average Hourly Earnings* | | |
|---|---|---|---|---|---|---|
| | June 1969 | May 1969 | June 1968 | June 1969 | May 1969 | June 1968 |
| | | | | $ | $ | $ |
| Newfoundland | 45.2 | 43.2 | 45.4 | 2.11 | 2.15 | 1.88 |
| Nova Scotia | 40.6 | 40.1 | 40.7 | 2.15 | 2.17 | 2.07 |
| New Brunswick | 41.4 | 40.5 | 41.2 | 2.23 | 2.21 | 2.05 |
| Quebec | 40.5 | 41.2 | 40.8 | 2.52 | 2.49 | 2.34 |
| Ontario | 40.4 | 40.5 | 40.5 | 2.93 | 2.92 | 2.69 |
| Manitoba | 39.7 | 39.3 | 40.1 | 2.44 | 2.43 | 2.32 |
| Saskatchewan | 39.8 | 40.9 | 39.8 | 2.90 | 2.97 | 2.71 |
| Alberta | 39.8 | 39.5 | 40.1 | 2.89 | 2.86 | 2.66 |
| British Columbia | 37.5 | 37.8 | 38.1 | 3.44 | 3.42 | 3.19 |

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.
NOTE: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS.
Latest figures subject to revision.
SOURCE: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

# E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 749.

### Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

| End of | Total | Employed | Claimants |
|---|---|---|---|
| 1969—June | 5,492,000 | 5,215,100 | 276,900 |
| May | 5,414,000 | 5,109,000 | 305,000 |
| April | 5,499,000 | 4,972,500 | 526,500 |
| March | 5,546,000 | 4,951,900 | 594,100 |
| February | 5,551,000 | 4,920,000 | 631,000 |
| January | 5,512,000 | 4,896,000 | 616,000 |
| 1968—December | 5,446,000 | 4,948,100 | 497,900 |
| November | 5,411,000 | 5,069,400 | 341,600 |
| October | 5,346,000 | 5,081,500 | 264,500 |
| September | 5,356,000 | 5,109,300 | 246,700 |
| August | 5,387,000 | 5,117,200 | 269,800 |
| July | 5,321,000 | 5,000,000 | 321,000 |
| June* | 5,316,000 | 5,024,900 | 291,100 |

* Effective June 30, 1968, coverage was increased to include salaried workers earning up to $7,800 per annum.

### Table E-4—Benefit Payments, by Province, July 1969

| Province | Weeks Paid | Amount of Benefit Paid |
|---|---|---|
| Newfoundland | 25,071 | 829,206 |
| Prince Edward Island | 2,710 | 71,707 |
| Nova Scotia | 31,405 | 975,628 |
| New Brunswick | 26,383 | 772,745 |
| Quebec | 265,052 | 8,568,862 |
| Ontario | 283,608 | 9,124,094 |
| Manitoba | 24,850 | 715,798 |
| Saskatchewan | 17,868 | 526,795 |
| Alberta | 28,821 | 895,185 |
| British Columbia | 72,909 | 2,307,382 |
| Total, Canada, July 1969 | 778,677 | 24,787,402 |
| Total, Canada, June 1969 | 832,559 | 26,496,493 |
| Total, Canada, July 1968 | 739,333 | 18,858,224 |

### Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

| Province | July 1969 | | | July 1968 | | |
|---|---|---|---|---|---|---|
| | Total | Initial | Renewal | Total | Initial | Renewal |
| CANADA | 120,888 | 84,957 | 35,931 | 123,909 | 84,792 | 39,117 |
| Newfoundland | 2,561 | 2,050 | 511 | 1,605 | 1,101 | 504 |
| Prince Edward Island | 400 | 297 | 103 | 481 | 355 | 126 |
| Nova Scotia | 3,421 | 2,577 | 844 | 3,715 | 2,529 | 1,186 |
| New Brunswick | 3,288 | 2,452 | 836 | 3,111 | 2,229 | 882 |
| Quebec | 34,537 | 24,355 | 10,182 | 36,760 | 24,439 | 12,321 |
| Ontario | 57,033 | 38,767 | 18,266 | 56,747 | 38,643 | 18,104 |
| Manitoba | 2,766 | 2,192 | 574 | 3,352 | 2,738 | 614 |
| Saskatchewan | 2,114 | 1,540 | 574 | 1,871 | 1,437 | 434 |
| Alberta | 3,763 | 2,686 | 1,077 | 4,026 | 3,045 | 981 |
| British Columbia | 11,005 | 8,041 | 2,964 | 12,241 | 8,276 | 3,965 |

* In addition, revised claims received numbered 29,104.

## Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at July 31, 1969

| Province and sex | Total Claimants | Number of weeks on claim (based on 10 per cent sample) | | | | Total claimants July 31, 1969 |
|---|---|---|---|---|---|---|
| | | 1-4 | 5-13 | 14-26 | 27 or more* | |
| CANADA | 278,619 | 110,123 | 71,421 | 54,592 | 42,483 | 321,035 |
| Male | 167,755 | 72,822 | 42,682 | 29,397 | 22,854 | 194,856 |
| Female | 110,864 | 37,301 | 28,739 | 25,195 | 19,629 | 126,179 |
| NEWFOUNDLAND | 8,974 | 2,748 | 3,249 | 2,044 | 933 | 8,054 |
| Male | 7,058 | 2,289 | 2,729 | 1,494 | 546 | 6,114 |
| Female | 1,916 | 459 | 520 | 550 | 387 | 1,940 |
| PRINCE EDWARD ISLAND | 975 | 474 | 123 | 239 | 139 | 1,242 |
| Male | 623 | 365 | 53 | 98 | 107 | 805 |
| Female | 352 | 109 | 70 | 141 | 32 | 437 |
| NOVA SCOTIA | 11,449 | 3,592 | 3,699 | 2,280 | 1,878 | 11,322 |
| Male | 8,195 | 2,603 | 2,776 | 1,509 | 1,307 | 7,697 |
| Female | 3,254 | 989 | 923 | 771 | 571 | 3,625 |
| NEW BRUNSWICK | 9,429 | 3,474 | 2,496 | 1,981 | 1,478 | 9,221 |
| Male | 6,045 | 2,339 | 1,733 | 1,148 | 825 | 6,160 |
| Female | 3,384 | 1,135 | 763 | 833 | 653 | 3,061 |
| QUEBEC | 85,883 | 26,548 | 22,405 | 18,739 | 18,191 | 103,032 |
| Male | 53,839 | 17,791 | 14,602 | 11,484 | 9,962 | 66,791 |
| Female | 32,044 | 8,757 | 7,803 | 7,255 | 8,229 | 36,241 |
| ONTARIO | 109,846 | 53,313 | 26,547 | 18,122 | 11,864 | 124,023 |
| Male | 63,852 | 34,777 | 14,210 | 8,478 | 6,387 | 70,671 |
| Female | 45,994 | 18,536 | 12,337 | 9,644 | 5,477 | 53,352 |
| MANITOBA | 8,254 | 2,878 | 2,156 | 1,772 | 1,448 | 10,058 |
| Male | 4,168 | 1,717 | 984 | 743 | 724 | 5,447 |
| Female | 4,086 | 1,161 | 1,172 | 1,029 | 724 | 4,611 |
| SASKATCHEWAN | 6,042 | 1,728 | 1,525 | 1,737 | 1,052 | 5,775 |
| Male | 3,363 | 1,072 | 847 | 914 | 530 | 3,182 |
| Female | 2,679 | 656 | 678 | 823 | 522 | 2,593 |
| ALBERTA | 9,753 | 3,749 | 2,238 | 2,258 | 1,508 | 11,635 |
| Male | 5,108 | 2,194 | 1,092 | 1,143 | 679 | 6,382 |
| Female | 4,645 | 1,555 | 1,146 | 1,115 | 829 | 5,253 |
| BRITISH COLUMBIA | 28,014 | 11,619 | 6,983 | 5,420 | 3,992 | 36,673 |
| Male | 15,504 | 7,675 | 3,656 | 2,386 | 1,787 | 21,607 |
| Female | 12,510 | 3,944 | 3,327 | 3,034 | 2,205 | 15,066 |

* The bulk of the cases in this group were on claim from 27-39 weeks.
NOTE: Values less than 50 subject to relatively large sampling variability.

# F—Prices

## Table F-1—Total and Main Components of the Consumer Price Index

| | Total | Food | Housing | Clothing | Transportation | Health and Personal Care | Recreation and Reading | Tobacco and Alcohol |
|---|---|---|---|---|---|---|---|---|
| | | | | (1961 = 100) | | | | |
| 1964—Year | 104.8 | 106.8 | 103.9 | 106.0 | 101.0 | 108.9 | 103.9 | 103.4 |
| 1965—Year | 107.4 | 109.6 | 105.8 | 107.9 | 104.8 | 113.0 | 105.6 | 105.1 |
| 1966—Year | 111.4 | 116.6 | 108.7 | 112.0 | 107.3 | 116.5 | 108.6 | 107.6 |
| 1967—Year | 115.4 | 118.1 | 113.4 | 117.6 | 111.8 | 122.5 | 114.1 | 110.4 |
| 1968—Year | 120.1 | 122.0 | 118.6 | 121.1 | 114.6 | 127.4 | 119.7 | 120.4 |
| 1968—September | 121.1 | 123.4 | 119.8 | 121.2 | 115.4 | 128.5 | 121.0 | 121.3 |
| October | 121.4 | 122.9 | 120.3 | 122.8 | 114.9 | 129.0 | 121.4 | 121.3 |
| November | 121.9 | 123.4 | 120.9 | 123.4 | 115.7 | 129.4 | 123.3 | 121.3 |
| December | 122.3 | 124.5 | 121.0 | 123.4 | 115.7 | 129.4 | 123.3 | 121.3 |
| 1969—January | 122.6 | 125.1 | 121.9 | 121.5 | 116.3 | 129.5 | 124.2 | 121.3 |
| February | 122.6 | 123.9 | 122.3 | 121.8 | 117.3 | 129.6 | 124.7 | 121.9 |
| March | 123.2 | 123.8 | 122.8 | 123.8 | 118.3 | 129.5 | 125.1 | 121.9 |
| April | 124.6 | 125.0 | 123.7 | 124.3 | 119.9 | 133.7 | 125.4 | 125.5 |
| May | 124.9 | 125.1 | 124.2 | 123.8 | 120.4 | 134.2 | 127.4 | 125.8 |
| June | 125.9 | 127.8 | 124.7 | 124.9 | 120.6 | 134.2 | 127.4 | 125.8 |
| July | 126.4 | 128.8 | 125.2 | 124.8 | 120.7 | 134.2 | 127.4 | 126.3 |
| August | 126.9 | 130.6 | 125.4 | 125.0 | 120.5 | 134.2 | 127.6 | 126.4 |
| September | 126.6 | 128.5 | 125.7 | 125.2 | 120.9 | 135.0 | 128.0 | 126.4 |
| | | | | (1949 = 100) | | | | |
| September | 163.6* | | | | | | | |

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

## Table F-2—Consumer Price Indexes for Regional Cities of Canada—September, 1969

| | All-Items | | | Food | Housing | Clothing | Transportation | Health and Personal Care | Recreation and Reading | Tobacco and Alcohol |
|---|---|---|---|---|---|---|---|---|---|---|
| | Sept. 69 | Aug. 69 | Sept. 68 | | | | | | | |
| | | | | | (1961 = 100) | | | | | |
| St. John's, Nfld. | 120.3 | 120.6 | 117.5 | 122.5 | 113.4 | 127.0 | 110.5 | 128.6 | 111.3 | 143.8 |
| Halifax | 121.2 | 121.4 | 115.4 | 128.9 | 113.9 | 123.6 | 109.9 | 136.5 | 126.2 | 127.8 |
| Saint John | 121.5 | 121.6 | 116.2 | 127.5 | 113.4 | 127.4 | 118.1 | 129.1 | 127.5 | 126.6 |
| Montreal | 122.1 | 123.2 | 118.6 | 123.5 | 115.0 | 122.8 | 122.1 | 128.0 | 136.7 | 128.5 |
| Ottawa | 123.9 | 124.3 | 119.1 | 128.6 | 115.1 | 125.9 | 118.9 | 137.7 | 135.7 | 132.1 |
| Toronto | 125.5 | 125.8 | 120.2 | 128.0 | 118.7 | 128.3 | 127.8 | 135.6 | 124.4 | 130.1 |
| Winnipeg | 124.7 | 123.9 | 119.8 | 131.6 | 112.6 | 131.7 | 124.3 | 138.3 | 127.7 | 129.1 |
| Saskatoon-Regina | 121.2 | 120.7 | 117.3 | 130.0 | 113.9 | 126.4 | 112.1 | 125.6 | 127.5 | 122.1 |
| Edmonton-Calgary | 123.0 | 122.4 | 118.3 | 128.6 | 116.3 | 124.7 | 117.3 | 137.1 | 130.6 | 122.6 |
| Vancouver | 119.5 | 120.1 | 116.0 | 125.7 | 113.5 | 123.9 | 116.4 | 128.7 | 118.6 | 113.5 |

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

# G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belong to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

## Table G-1—Strikes and Lockouts, 1964-1969

| Month or Year | Strikes and Lockouts Beginning During Month or Year | Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts | Workers Involved | Duration in Man-Days: Man-Days | Duration in Man-Days: Per cent of Estimated Working Time |
|---|---|---|---|---|---|
| 1964 | 327 | 343 | 100,535 | 1,580,550 | 0.11 |
| 1965 | 478 | 501 | 171,870 | 2,349,870 | 0.17 |
| 1966 | 582 | 617 | 411,459 | 5,178,170 | 0.34 |
| 1967 | 498 | 522 | 252,018 | 3,974,760 | 0.25 |
| 1968 | 559 | 582 | 223,562 | 5,082,730 | 0.32 |
| *1968—September | 42 | 124 | 30,065 | 346,140 | 0.27 |
| October | 26 | 91 | 20,047 | 313,990 | 0.22 |
| November | 19 | 70 | 14,563 | 221,540 | 0.16 |
| December | 17 | 58 | 13,196 | 104,980 | 0.08 |
| *1969—January | 33 | 64 | 10,048 | 125,680 | 0.09 |
| February | 26 | 62 | 15,467 | 137,070 | 0.11 |
| March | 38 | 83 | 22,696 | 169,120 | 0.13 |
| April | 50 | 95 | 30,211 | 272,490 | 0.20 |
| May | 64 | 125 | 108,563 | 1,099,450 | 0.79 |
| June | 58 | 133 | 61,407 | 911,680 | 0.64 |
| July | 33 | 113 | 70,723 | 1,058,150 | 0.69 |
| August | 44 | 117 | 74,686 | 1,178,780 | 0.81 |
| September | 29 | 96 | 61,497 | 1,126,750 | 0.81 |

* Preliminary.

## Table G-2—Strikes and Lockouts, by Industry September 1969, (Preliminary)

| Industry | In Effect During Month: Number Beginning During Month | Strikes and Lockouts | Workers Involved | Man-Days |
|---|---|---|---|---|
| Forestry | 1 | 1 | 168 | 500 |
| Mines | — | 6 | 4,331 | 86,330 |
| Manufacturing | 11 | 52 | 46,727 | 944,160 |
| Construction | 7 | 19 | 5,804 | 68,830 |
| Transportation and utilities | 4 | 5 | 3,635 | 16,510 |
| Trade | 4 | 9 | 402 | 6,490 |
| Finance | — | — | — | — |
| Service | 1 | 3 | 315 | 3,240 |
| Public administration | 1 | 1 | 115 | 690 |
| ALL INDUSTRIES | 29 | 96 | 61,497 | 1,126,750 |

## Table G-3—Strikes and Lockouts, by Jurisdiction September 1969, (Preliminary)

| Jurisdiction | In Effect During Month: Number Beginning During Month | Strikes and Lockouts | Workers Involved | Man-Days |
|---|---|---|---|---|
| Newfoundland | — | — | — | — |
| Prince Edward Island | — | — | — | — |
| Nova Scotia | 3 | 6 | 1,782 | 8,040 |
| New Brunswick | 1 | 2 | 118 | 120 |
| Quebec | 3 | 17 | 3,546 | 53,620 |
| Ontario | 15 | 52 | 50,751 | 1,014,460 |
| Manitoba | 2 | 2 | 60 | 200 |
| Saskatchewan | 1 | 2 | 233 | 3,640 |
| Alberta | — | 5 | 516 | 10,840 |
| British Columbia | 2 | 7 | 929 | 19,470 |
| Federal | 2 | 3 | 3,562 | 16,360 |
| ALL JURISDICTIONS | 29 | 96 | 61,497 | 1,126,750 |

## Table G-4—Strikes and Lockouts Involving 100 or More Workers, September 1969 (Preliminary)

| Industry / Employer / Location | Union | Workers Involved | Duration in Man-Days: Sept. | Duration in Man-Days: Accumulated | Starting Date / Termination Date | Major Issues / Result |
|---|---|---|---|---|---|---|
| FORESTRY | | | | | | |
| Consolidated Bathurst Ltd., Casey, Que. | Carpenters Loc. 2817 (AFL-CIO/CLC) | 168 | 500 | 500 | Sept. 22 Sept. 25 | Grievance procedure—Return of workers pending negotiations. |
| MINES | | | | | | |
| Metal | | | | | | |
| Wabush Mines Co., Pointe Noire, Que. | Steelworkers Locs. 6254 & 6680 (AFL-CIO/CLC) | 463 | 3,700 | 41,200 | May 7 Sept. 12 | Wages, hours—Wage increase of 55¢ an hour over 36 months, other benefits. |
| Iron Ore Co. of Canada Ltd., Labrador City, Nfld. | Steelworkers Loc. 5795 (AFL-CIO/CLC) | 1,400 | — | 109,200 | May 10 Sept. 2 | Wages, hours—74¢ an hr. increase over 30 mo. contract, other improved benefits. |
| Falconbridge Nickel Mines Ltd., Falconbridge and Onaping areas, Ont. | Mine, Mill and Smelter Workers Loc. 598 (Ind.) | 3,268 | 70,030 | 95,710 | Aug. 21 — | Wages, fringe benefits— |
| Mineral Fuels | | | | | | |
| Great Canadian Oil Sands Ltd., Fort McMurray, Alta. | Oil Workers (AFL-CIO/CLC) | 300 | 6,300 | 7,800 | Aug. 25 — | Wages— |
| Non-Metal | | | | | | |
| Canadian Rock Salt Co., Ojibway Mines, Essex, Ont. | Auto Workers Loc. 195 (CLC) | 173 | 3,630 | 22,130 | Mar. 30 — | Wages— |
| Quarries | | | | | | |
| Canada Crushed Stone, Dundas and Hamilton, Ont. | District 50 (U.M.W.A.) Loc. 14979 (Ind.) | 107 | 2,250 | 5,350 | July 19 — | Wages, fringe benefits, working conditions— |
| MANUFACTURING | | | | | | |
| Rubber | | | | | | |
| Goodyear Tire and Rubber Company of Canada, Valleyfield, Que. | Rubber Workers Loc. 774 (AFL-CIO/CLC) | 450 | 8,550 | 15,300 | Aug. 11 Sept. 27 | Not reported—Not reported. |
| Textiles | | | | | | |
| Daly & Morin Limitée, Lachine, Que. | Clothing Workers' Federation (CNTU) | 225 | 4,730 | 6,980 | Aug. 18 — | Wages, hours— |

## Table G-4—Strikes and Lockouts Involving 100 or More Workers, September 1969 (Preliminary)

| Industry / Employer / Location | Union | Workers Involved | Duration in Man-Days: Sept. | Duration in Man-Days: Accumulated | Starting Date / Termination Date | Major Issues / Result |
|---|---|---|---|---|---|---|
| Caldwell Linen Mills, Iroquois, Ont. | United Textile Workers (AFL-CIO/CLC) | 430 | 1,290 | 1,290 | Sept. 10<br>Sept. 14 | Wages—Return of workers. |
| Canadian Celanese Chemcell Division, Sorel, Que. | Textile Workers' Union Loc. 1434 (AFL-CIO/CLC) | 625 | 3,750 | 3,750 | Sept. 22<br>— | Wages— |
| **Wood** | | | | | | |
| Crestbrook Forest Industries Limited, Fort MacLeod, Alta. | Woodworkers Loc. 1-206 (AFL-CIO/CLC) | 105 | 2,210 | 21,030 | Dec. 17<br>— | Wages, fringe benefits, holidays— |
| Kootenay Forest Products Ltd., Nelson, B.C. | Woodworkers Loc. 1-405 (AFL-CIO/CLC) | 289 | 6,070 | 13,870 | July 24<br>— | Suspension of one employee— |
| Wayerhausser Québec Ltée Princeville, Cté Arthabaska, Que. | Building and Woodworkers' Federation (CNTU) | 132 | 2,770 | 5,150 | Aug. 6<br>— | Wages, hours, vacations, holidays<br>— |
| **Paper** | | | | | | |
| Maritime Paper Products Limited, Halifax, N.S. | Teamsters Loc. 927 (Ind.) | 103 | 2,160 | 2,780 | Aug. 22<br>— | Wages— |
| **Primary Metals** | | | | | | |
| International Nickel Co. of Canada Ltd., Sudbury District and Port Colborne, Ont. | Steelworkers Locs. 6500 & 6200 (AFL-CIO/CLC) | 17,500 | 375,000 | 1,037,500 | July 10<br>— | Wages, fringe benefits— |
| Algoma Steel Corp., Sault Ste. Marie, Ont. | Various Unions | 7,583 | 162,490 | 330,400 | Aug. 1<br>— | Wages, other benefits— |
| Steel Co. of Canada Ltd., Various Locations, Quebec | Steelworkers Various Locals (AFL-CIO/CLC) | 1,082 | 22,720 | 33,540 | Aug. 16<br>— | Wages, fringe benefits— |
| **Metal Fabricating** | | | | | | |
| Engineering Products of Canada Ltd., Boucherville, Que. | Steelworkers Loc. 5792 (AFL-CIO/CLC) | 125 | 2,630 | 10,640 | June 2<br>— | Wages, fringe benefits— |
| Curtis Products Cobourg, Ont. | Machinists Loc. 788 (AFL-CIO/CLC) | 102 | 510 | 3,470 | July 21<br>Sept. 9 | Wages—Average wage increase of 42¢ for the life of the contract, other improved benefits. |
| Steel Co. of Canada Ltd., Various locations, Ont. | Steelworkers Various Locals (AFL-CIO/CLC) | 13,500 | 289,290 | 588,220 | Aug. 1<br>— | Wages, fringe benefits— |

## Table G-4—Strikes and Lockouts Involving 100 or More Workers, September 1969 (Preliminary)

| Industry<br>Employer<br>Location | Union | Workers Involved | Duration in Man-Days<br>Sept. | <br>Accumulated | Starting Date<br>Termination Date | Major Issues<br>Result |
|---|---|---|---|---|---|---|
| York Structural Steel, Fredericton, N.B. | Steelworkers Loc. 7290 (AFL-CIO/CLC) | 105 | 110 | 110 | Sept. 30<br>— | Wages in a first agreement— |
| **Machinery** | | | | | | |
| Otis Elevator Co. Ltd., Hamilton, Ont. | Steelworkers Loc. 1762 (AFL-CIO/CLC) | 553 | 10,510 | 52,540 | May 14<br>Sept. 29 | Wages, working conditions — Return of Workers, settlement terms not reported. |
| Stephens-Adamson Mfg. Co. of Canada Ltd., Belleville, Ont. | Mine Workers Loc. 5303 (Ind.) | 130 | 1,300 | 1,300 | Aug. 15<br>Sept. 2 | Unable to reach agreement on fringe benefits—Return of workers, settlement terms not reported. |
| Sheldons Engineering Ltd., Galt, Ont. | Steelworkers Loc. 2931 (AFL-CIO/CLC) | 145 | 2,470 | 2,470 | Sept. 4<br>Sept. 29 | Wages, fringe benefits—Wage increase, other improved benefits. |
| Timberjack Machines Ltd., Woodstock, Ont. | Moulders Loc. 246 (AFL-CIO/CLC) | 375 | 1,130 | 1,130 | Sept. 9<br>Sept. 11 | Protesting suspension of an employee for cause—Return of workers when employee was rehired. |
| **Transportation Equipment** | | | | | | |
| SKD Manufacturing Co., Amherstburg, Ont. | Auto Workers Loc. 89 (CLC) | 330 | 6,930 | 13,200 | Aug. 5<br>— | Wages, retroactive dating of a contract, pension benefits— |
| Lunenburg Foundry and Engineering Co., Lunenburg, N.S. | Machinists Loc. 1716 (AFL-CIO/CLC) | 147 | 3,090 | 5,440 | Aug. 8<br>— | Wages— |
| **Electrical Products** | | | | | | |
| Croname McDonald Ltd., Waterloo, Que. | Steelworkers Loc. 5207 (AFL-CIO/CLC) | 163 | 2,120 | 2,120 | Aug. 13<br>Sept. 2 | Wages—45¢ an hr. increase over 3 years. |
| Northern Electric Co. Ltd., London, Ont. | Auto Workers Loc. 27 (CLC) | 900 | 450 | 450 | Sept. 30<br>— | Alleged disagreement over a clause— |
| **Non-Metallic Mineral Products** | | | | | | |
| Libby-Owens-Ford Glass of Canada Ltd., Collingwood, Ont. | International Operating Engineers (AFL-CIO/CLC) | 137 | 690 | 1,790 | Aug. 20<br>Sept. 9 | Wages, rates for overtime on Sundays—Wage increase of $1.14 an hr. up to Feb. 1, 1972. |
| **Petroleum & Coal Products** | | | | | | |
| Six Oil Refineries Lower Mainland, B.C. | Oil Workers Loc. 9-601 (AFL-CIO/CLC) | 550 | 11,550 | 57,790 | May 21<br>— | Wages, fringe benefits— |

## Table G-4—Strikes and Lockouts Involving 100 or More Workers, September 1969 (Preliminary)

| Industry / Employer / Location | Union | Workers Involved | Duration in Man-Days: Sept. | Duration in Man-Days: Accumulated | Starting Date / Termination Date | Major Issues / Result |
|---|---|---|---|---|---|---|
| Miscellaneous Manufacturing | | | | | | |
| North American Plastics Ltd., Wallaceburg, Ont. | Auto Workers Loc. 251 (CLC) | 295 | 6,200 | 101,910 | May 17 1968 | Wages, union security, grievance procedure— |
| CONSTRUCTION | | | | | | |
| Several plumbing contractors, Various locations, Northwestern Ontario. | Plumbers Loc. 508 (AFL-CIO/CLC) | 200 | 4,200 | 61,800 | July 15 1968 | Wages, other benefits— |
| Hamilton Construction Association, Hamilton, Ont. | Various Unions | 1,058 | 22,220 | 108,280 | May 2 — | Wages— |
| Windsor Construction Association, Windsor, Ont. | Various Unions | 450 | 3,150 | 97,630 | May 28 Sept. 11 | Wages—Wage increases. |
| Electrical Construction Association of Hamilton, Hamilton, Ont. | I.B.E.W. Loc. 105 (AFL-CIO/CLC) | 550 | 11,550 | 34,650 | July 2 — | Wages, working conditions, fringe benefits— |
| Forming Contractors Association of Metro Toronto, Metro Toronto, Ont. | Canadian Concrete Forming Union (Ind.) | 750 | 15,750 | 45,000 | July 7 — | Wages, hours, other benefits— |
| C. W. Miller Ltd., & Guilfords Ltd., Various locations, Nova Scotia. | Asbestos Workers Loc. 116 (AFL-CIO/CLC) | 110 | 990 | 1,540 | Aug. 25 Sept. 15 | Wages, fringe benefits—Wage increase of $1.49 an hr. over next three years. |
| Mechanical Construction Association of Sudbury, Sudbury and area, Ont. | Sheet Metal Workers Loc. 504 (AFL-CIO/CLC) | 140 | 1,400 | 1,820 | Aug. 27 Sept. 16 | Wages—$1.64 an hr. increase spread over two years, other improved benefits. |
| Allied Industrial Workers, Point Tupper, N.S. | Sheet Metal Workers Loc. 56 (AFL-CIO/CLC) | 700 | 350 | 350 | Sept. 3 Sept. 4 | Lay-off of 12 tradesmen without regard to seniority—Union ordered men back to work. |
| Parsons Construction, Point Tupper, N.S. | Various unions | 707 | 1,400 | 1,400 | Sept. 10 Sept. 12 | Alleged dispute over hours of pay concerning inclement weather conditions—Return of workers. |
| Lummus Co. of Canada Ltd., Douglas Point, Ont. | Teamsters Loc. 879 (Ind.) | 208 | 2,080 | 2,080 | Sept. 17 — | Use of non-union trucks— |
| Pitts Atlas McNamara, Lower Notch Hydro Project, Montreal River, Ont. | Labourers Loc. 493 (AFL-CIO/CLC) | 752 | 3,010 | 3,010 | Sept. 25 Sept. 30 | Disagreement over promotions and job postings—Return of workers pending discussions. |

## Table G-4—Strikes and Lockouts Involving 100 or More Workers, September 1969 (Preliminary)

| Industry<br>Employer<br>Location | Union | Workers Involved | Duration in Man-Days<br>Sept. | <br>Accumulated | Starting Date<br>Termination Date | Major Issues<br>Result |
|---|---|---|---|---|---|---|
| TRANSPORTATION AND UTILITIES | | | | | | |
| Transportation | | | | | | |
| *Lakehead Freightways Limited,<br>Port Arthur, Sault Ste. Marie, Ont., and Winnipeg, Man. | Teamsters various locals (Ind.) | 100 | 2,290 | 17,410 | Feb. 19<br>— | Hours of work, safety conditions<br>— |
| *Fédération des Armateurs du Canada,<br>Cap de la Madeleine, Que. | I.L.A. Loc. 1846 (AFL-CIO/CLC) | 331 | — | 1,660 | Aug. 25<br>Sept. 2 | Mechanization, reduction in number of workers in gang, sling loads—Return of workers when court injunction issued. |
| *B.C. Maritime Employers' Assoc.,<br>Various Ports, British Columbia. | Longshoremen and Warehousemen various locals (CLC) | 3,230 | 13,840 | 13,840 | Sept. 25<br>— | Wages, hours—<br> |
| *Department of Transport,<br>Various Locations,<br>Ontario, Manitoba and Saskatchewan. | I.B.E.W. Loc. 2228 (AFL-CIO/CLC) | 232 | 230 | 230 | Sept. 30<br>— | Delay in new contract negotiations—<br> |
| TRADE | | | | | | |
| Retail | | | | | | |
| Three Co-operatives Association,<br>Estevan, Regina and Prince Albert, Sask. | Retail, Wholesale Employees various locals (AFL-CIO/CLC) | 216 | 3,280 | 3,280 | Sept. 5<br>— | Wages, hours, other benefits—<br> |
| SERVICE | | | | | | |
| Education | | | | | | |
| Windsor Board of Education,<br>Windsor, Ont. | Public Employees Loc. 27 (CLC) | 307 | 3,070 | 3,070 | Sept. 17<br>— | Long service pay—<br> |
| PUBLIC ADMINISTRATION | | | | | | |
| Local Administration | | | | | | |
| Corporation of City of Peterborough,<br>Peterborough, Ont. | Public Employees Loc. 504 (CLC) | 115 | 690 | 690 | Sept. 23<br>— | Wages, benefits and management policies—<br> |

*Federal jurisdiction.

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